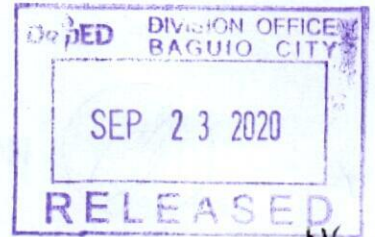




Republic of the Philippines
Department of Education
CORDILLERA ADMINISTRATIVE REGION
SCHOOLS DIVISION OF BAGUIO CITY




Office of the Superintendent
Division Memorandum Number 360, s. 2020

**DISSEMINATION OF THE AMENDED
GENDER EQUALITY AND DEVELOPMENT CODE OF BAGUIO CITY (GEAD CODE)**

TO: Chiefs, CID and SGOD
Education Program Supervisors
Public Schools District Supervisors
School Heads, Public Elementary and Secondary Schools
Administrators/Principals, Private Elementary and Secondary Schools, and
All Others Concerned

1. The *Gender Equality and Development Code of Baguio City* was issued by the City Council in 2005 through the Ordinance Numbered 33, Series of 2005.
2. The subject Code has been amended which was covered by **City Ordinance No. 105, S. 2020** entitled "**AMENDING ORDINANCE NUMBERED 33, SERIES OF 2005 [THE GENDER EQUALITY AND DEVELOPMENT CODE OF BAGUIO CITY (GEAD CODE)]**".
3. The amended Code is hereto attached for information, guidance, and dissemination to all public and private elementary and secondary schools within Baguio City.
4. For strict compliance.


MARIE CAROLYN B. VERANO, CESO V
School Division Superintendent



Republic of the Philippines
City of Baguio
SANGGUNIANG PANLUNGSOD
(CITY COUNCIL)

REGULAR SESSION HELD ON 27 JULY 2020

PRESENT:

Hon. Faustino A. Olowan, *City Vice-Mayor and Presiding Officer*;
Hon. Joel A. Alangsab, *Member*;
Hon. Benny O. Bomogao, *Member*;
Hon. Betty Lourdes F. Tabanda, *Member*;
Hon. Elaine D. Sembrano, *Member*;
Hon. Maria Mylen Victoria G. Yaranon, *Member*;
Hon. Isabelo B. Cosalan Jr., *Member*;
Hon. Francisco Roberto A. Ortega VI, *Member*;
Hon. Arthur L. Allad-iw, *Member*;
Hon. Vladimir D. Cayabas, *Member*;
Hon. Fred L. Bagbagen, *Member*;
Hon. Lilia A. Fariñas, *Member*;
Hon. Philian Louise C. Weygan-Allan, *Member*;
Hon. Michael L. Lawana, *Ex-Officio Member (President, Liga ng mga Barangay, Baguio City Chapter)*; and
Hon. Levy Lloyd B. Orcales, *Ex-Officio Member (President, Pederasyon ng mga Sangguniang Kabataan, Baguio City Chapter)*.

ABSENT:

None.

*Authored by Hon. Lilia A. Fariñas,
Hon. Vice-Mayor Faustino A. Olowan,
Hon. Betty Lourdes F. Tabanda, and
Hon. Levy Lloyd B. Orcales.*

ORDINANCE Numbered 105
(Series of 2020)

AMENDING ORDINANCE NUMBERED 33, SERIES OF 2005
[THE GENDER EQUALITY AND DEVELOPMENT CODE OF BAGUIO CITY (GEAD CODE)]

Explanatory Note

The *Sangguniang Panlungsod* (City Council) of Baguio during its Regular Session on 03 October 2005 has approved through Ordinance Numbered 33, Series of 2005 "The Gender Equality and Development Code of Baguio City".

The numerous laws that have been enacted since its approval and implementation, thus, the need to incorporate these laws into the Code to make it more effective and efficient, and appropriate for the present time.

NOW, THEREFORE, upon recommendation of the City Vice-Mayor and Presiding Officer, Hon. Olowan, and on motion of Hon. Fariñas, Hon. Tabanda and Hon. Orcales, duly seconded,

BE IT ORDAINED BY THE *SANGGUNIANG PANLUNGSOD* (CITY COUNCIL) IN SESSION ASSEMBLED THAT:

SECTION 1. Ordinance Numbered 33, Series of 2005, is hereby amended and shall now read as follows:

EXPLANATORY NOTE

The City of Baguio's need to establish a Gender and Development Code underwent a difficult and exhaustive process but in the end, turned out fruitful and momentous. It is to be recalled that this Code was originally introduced by former Vice Mayor Betty Lourdes F. Tabanda in collaboration with Igorota Foundation, various women's groups, and local and national government agencies in the City. The previous council through the former vice mayor's leadership is to be lauded for initially considering the adoption of this Code although unfortunately it was not passed on its third and final reading then due to intervening events.

Given the importance of this Code, the present council composed of the following: Hon. Vice Mayor Reinaldo A. Bautista Jr., Hon. Leandro B. Yangot Jr., Hon. Daniel T. Fariñas, Hon. Rocky Thomas A. Balisong, Hon. Edilberto B. Tenefrancia, Hon. Faustino A. Olowan, Hon. Elmer O. Datuin, Hon. Galo D. Weygan, Hon. Federico J. Mandapat Jr., Hon. Perlita L. Chan-Rondez, Hon. Erdolfo V. Balajadia, Hon. Antonio R. Tabora Jr., Hon. Jose M. Molintas,

Hon. Rufino M. Panagan, and Hon. Leonardo Q. Bayan Jr. revived its enactment. In its series of deliberations adopting constructive suggestions, it is to be noticed that this council paved the way to the pursuit of a gender fair environment through a gender sensitive leadership that would serve as model towards the realization of the gender equality and development goals set in this Code.

Consequently, as a landmark Code, it serves as a valuable precedent that has finally championed the causes specifically aimed at the upliftment of women not only in this City, but nationally and internationally.

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CHAPTER I. GENERAL PROVISIONS

ARTICLE I. TITLE AND STATEMENT OF POLICY

SECTION 1. **TITLE.** - This Code shall be known and cited as the "2020 Revised Gender and Development Code of the City of Baguio".

SECTION 2. **STATEMENT OF POLICY.** - The City Government of Baguio located at the heart of the Cordillera Administrative Region, recognizes the various needs of its diverse and multi-ethnic population. Accordingly, the programs and projects of the City Government shall be gender sensitive and gender fair.

SECTION 3. **TABLE OF ACRONYMS.** - The acronyms as used in this Ordinance shall mean as follows:

| No. | Acronym | Meaning |
|-----|----------|--|
| 1 | CGADU | City Gender and Development Unit |
| 2 | CGDU | City Gender Development Unit |
| 3 | CSWDO | City Social Welfare and Development Office |
| 4 | EIA | Environmental Impact Assessment |
| 5 | GAD CODE | Gender and Development Code |
| 6 | IBP | Integrated Bar of the Philippines |
| 7 | NGO | Non-Government Organization |
| 8 | OFWs | Overseas Filipino Workers |
| 9 | OWWA | Overseas Workers Welfare Administration |
| 10 | PESO | Public Employment Services Office |
| 11 | VAWC | Violence Against Women and Children |
| 12 | WCDs | Women and Children's Desks |

SECTION 4. **DEFINITION OF TERMS.** - The following terms in this Ordinance shall mean:

- a. **Gender Equality** - Gender equality is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviors, aspirations and needs of women and men are equally valued and favored;
- b. **Gender Mainstreaming** - is the public policy concept of assessing the different implications for people of different genders of any planned policy action, including legislation and programs, in all areas and levels. Mainstreaming essentially offers a pluralistic approach that values the diversity among people of different genders;
- c. **Gender Responsiveness** - Gender responsiveness refers to outcomes that reflect an understanding of gender roles and inequalities and which make an effort to encourage equal participation and equal and fair distribution of benefits. Gender responsiveness is accomplished through gender analysis and gender inclusiveness;
- d. **Gender Sensitive** - Gender sensitivity means getting rid of commonly held assumptions, such as a stay-at-home parent always being a woman. Gender sensitivity encourages people to rely less on traditional, outdated views of women's roles. Some feminists suggest changing basic words with a masculine element to those with a specifically feminine element;

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- e. **Gender Transformative** - means addressing the underlying causes of gender inequality in order to set the scene for the sustained achievement of positive development outcomes. It takes on the task of fostering community-led changes in unequal gender relations to promote shared power, control of resources and decision-making;
- f. **Indigents** - persons who have no visible means of income, or whose income is insufficient for family subsistence, as identified by the Department of Social Welfare and Development (DSWD), based on specific criteria, such as those falling below the National Poverty Line;
- g. **Poverty Line** - also known as 'poverty threshold' or 'poverty limit'. It is the minimum level of income deemed adequate in a particular country. Poverty line is usually calculated by finding the total cost of all the essential resources that an average human adult consumes in one year; and
- h. **Qualified Health Care Providers/Professionals** - are individuals who are qualified by education, training, licensure/regulation and facility privileges who perform professional medical or clinical services within their scope of practice and independently report those professional services.

ARTICLE II. HEALTH, NUTRITION AND FAMILY PLANNING

SECTION 5. REPRODUCTIVE HEALTH CARE APPROACH. - The City Government of Baguio shall strengthen and upgrade its primary health care delivery system, incorporating herein the provisions of the Universal Health Care Law, with emphasis on using reproductive health care approach by providing the necessary budgetary support.

SECTION 6. MEN'S INVOLVEMENT ON REPRODUCTIVE HEALTH. - Reproductive health programs and projects shall involve men of all ages, highlighting their crucial role as partners in the maintenance of women's health and well-being.

SECTION 7. ACCESSIBLE INFORMATION ON SEXUALITY AND REPRODUCTIVE HEALTH. - Women and men, especially adolescents and young adults, shall have free access to information on responsible sexuality and reproductive health, while ensuring their right to privacy.

SECTION 8. GENDER-FAIR APPROACH TO PRE-MARRIAGE COUNSELING PROGRAM. - The City Government of Baguio shall continuously review its Pre-Marriage Counseling Program and still adopt character values education to promote the equal relations between women and men.

SECTION 9. GENDER-RESPONSIVE AND TRANSFORMATIVE HEALTH SERVICES. - All Health Centers shall provide gender-responsive and transformative services in the delivery of health care including the establishment of Men, Women and Children Protection Units (MWCPUs).

ARTICLE III. WOMEN IN GOVERNANCE

SECTION 10. OBSERVANCE OF WOMEN'S DAY AND WOMEN'S MONTH. - The City Government of Baguio shall, together with the United Nations, observe with appropriate rites and activities International Women's Day on March 8 and Women's Month every March of every year, with the City Steering Committee for Women spearheaded by the City Social Welfare and Development Office, as the lead department in the city-wide celebration, and with Members composed of the City Health Services Office (CHSO), the Department of Social Welfare and Development (DSWD), the Baguio General Hospital and Medical Center (BGHMC), the Baguio City Police Office (BCPO), the Department of the Interior and Local Government (DILG), the City Planning and Development Office (CPDO), the Non-Government Organizations (NGOs), the Department of Education (DepEd), the Public Information Agency (PIA), and the Kalipunan ng Liping Pilipina (KALIPI) Federation of Women.

SECTION 11. GENDER-MAINSTREAMING AT ALL LEVELS OF GOVERNANCE. - The City Government of *Baguio*, including the *Barangay Governments (Sangguniang Barangays)*, shall endeavor to establish mechanisms to ensure that gender perspectives are integrated in legislations, public policies, programs and projects.

SECTION 12. BARANGAY-BASED WOMEN'S ORGANIZATIONS. - All *Barangays* are encouraged to promote and support women's organizations formed by their respective constituents.

SECTION 13. REPRESENTATION OF WOMEN IN LOCAL SPECIAL BODIES. - The City Government of *Baguio* shall ensure that women are duly represented in all local special bodies as provided for in the Local Government Code at the City and *Barangay* levels.

SECTION 14. TRANSPARENT CRITERIA FOR DECISION-MAKING POSITIONS. - The City Government of *Baguio* shall review the criteria for recruitment and appointment to decision-making positions and ensure that such criteria are transparent, relevant and not discriminatory against gender.

SECTION 15. SUPPORT FOR WOMEN'S STUDIES. - A reasonable amount and other forms of support should be extended by the City Government of *Baguio* to non-government organizations and research institutes that conduct studies on women's participation in and that impact on decision-making and the decision-making environment.

SECTION 16. LEADERSHIP TRAINING FOR WOMEN. - The City Government of *Baguio*, in cooperation with concerned national agencies, universities and colleges, shall provide leadership training that will enable women to participate in decision-making processes. Priority shall be given to indigenous and women with disabilities.

ARTICLE IV. VIOLENCE AGAINST WOMEN AND CHILDREN (VAWC)

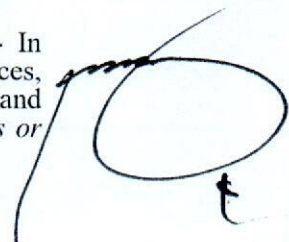
SECTION 17. SUPPORT TO SURVIVORS OF VIOLENCE. - The City Government of *Baguio* shall provide immediate, comprehensive support to survivors of violence that shall consist of, but shall not be limited to, referrals through free or low cost services such as legal, medical, psychosocial, shelter and to coordinate other forms of support services provided by Non-Government Organizations.

SECTION 18. GENDER SENSITIVITY TRAINING FOR PERSONS HANDLING VIOLENCE AGAINST WOMEN AND CHILDREN (VAWC) CASES. - Gender sensitivity training for persons in the medical and legal profession, especially those involved in the investigation process, such as nurses, medico-legal officers, prosecutors, police, and detention officers, shall be conducted to infuse in them the proper attitude, knowledge and skills in handling VAWC cases.

SECTION 19. SECURE AND CONDUCIVE ENVIRONMENT FOR INVESTIGATION. - Interview rooms with audio-visual equipment, one-way mirror, and other provisions that would provide women and their children survivors of violence a sense of security and comfort during the conduct of investigations, shall be established and maintained at the *Baguio* City Police Office, the City Social Welfare and Development Office, and other concerned departments of the City Government of *Baguio* and national agencies.

SECTION 20. SURVIVOR'S SUPPORT GROUP IN COURT HEARINGS. - The City Government of *Baguio* shall encourage and coordinate the presence of support groups in all investigations or hearings involving rape and other forms of violence against women and children conducted in police stations, prosecutors' offices, trial courts, *barangay* Violence Against Women and Children (VAWC) Desks, and other government offices.

SECTION 21. EDUCATION ON WOMEN-RELATED LAWS. - In coordination with concerned national agencies, all government and private offices, agencies, companies and establishments, private and public schools and universities, shall conduct an *Information Education Campaign, orientations or trainings on women-related laws.*



SECTION 22. REHABILITATION PROGRAM FOR PERPETRATORS OF VIOLENCE. - Counseling and rehabilitation programs for perpetrators of violence against women and *their* children shall form part of the total *Gender and Development* (GAD) program.

SECTION 23. RESEARCH ON CAUSES OF VIOLENCE. - The collection and compilation of statistics/data concerning domestic violence perpetrated against women and their children shall be undertaken to serve as reference for administration, legislation and funding.

SECTION 24. VIOLATIONS OF WOMEN'S RIGHTS. - *The City Government of Baguio shall take measures aimed at the eradication of all forms of violations of their rights as human beings, such as the promotion of alternative sources of livelihood for women survivors.*

SECTION 25. MEDIA MONITORING BOARD. - A local monitoring board for print, broadcast, electronic, film, and other forms of media shall be set-up to monitor and recommend the necessary measures for the filing of appropriate cases against acts degrading to women and indigenous people.

ARTICLE V. JUSTICE, PEACE AND ORDER

SECTION 26. CONTINUOUS REVIEW OF GENDER-BIASED LAWS. - The City Government of *Baguio* shall encourage the continuous review of local laws and practices with the end in view of detecting gender bias and eliminating all forms of discrimination on the basis of sex.

SECTION 27. PROMOTION AND EDUCATION OF LEGAL LITERACY. - Information on national and local laws, its impact on women, agencies responsible for the administration of justice, and guidelines on how to use the justice system shall be disseminated and publicized in understandable language and formats appropriate for persons with disabilities and low levels of literacy.

SECTION 28. SEPARATE FACILITY FOR FEMALE AND MINOR DETAINEES. - The rights of women and minor detainees shall be protected. The City Government of *Baguio* shall coordinate with the concerned agencies for 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 for them.

SECTION 29. GENDER AND DEVELOPMENT (GAD) ORIENTATION FOR MEMBERS OF THE BAR. - The City Government of *Baguio* shall strengthen its linkages with the Integrated Bar of the Philippines (IBP)-*Baguio* City Chapter, lawyer's associations and the *Baguio* City Prosecutor's Office to ensure that gender equality and development orientations are regularly conducted for IBP members in the City.

SECTION 30. VIOLENCE AGAINST WOMEN AND CHILDREN'S (VAWC) DESKS. - There shall be in the *Baguio* City Police Office, as well as in all its substations, *Violence Against Women and Children Desks* managed by women police officers, adequately trained for the purpose, so that cases involving women and children shall be handled in accordance with the accepted standards due them.

The establishment of VAWC Desks in barangays shall be governed by the provisions of Ordinance Numbered 120, Series of 2018 entitled, "The Establishment of Violence Against Women and Their Children (VAWC) Desks in the 128 Barangays of Baguio City, and Providing Guidelines Thereof".

SECTION 31. GENDER EQUALITY ORIENTATION FOR POLICE PERSONNEL AND OFFICERS. - In all training for police personnel and officers, gender orientation shall always be a part to avoid the abuse of power leading to violence against women and children.

ARTICLE VI. LABOR AND EMPLOYMENT

SECTION 32. MECHANISM TO MONITOR COMPLIANCE WITH LABOR LAWS. - The City Government of *Baguio*, in coordination with the Department of Labor and Employment and the Civil Service Commission, shall establish mechanisms to monitor all offices, agencies, establishments and companies operating within the City of Baguio to ensure their strict compliance with the Labor Code and other provisions of existing laws especially those pertaining to children, women and labor.

SECTION 33. FACILITIES AND SUPPORT SYSTEM FOR WOMEN EMPLOYEES. - Employers shall ensure the health, safety and well-being of their women employees. In appropriate cases, employers shall:

- a. Establish separate toilet rooms, lavatories and lounge for women and men.
- b. Set-up a Homecare Center in the workplace where working parents may have breastfeeding, child-rearing and early childhood care activities while on their respective jobs.
- c. Institute flexible working arrangements to accommodate the various responsibilities for women and men to their families.
- d. Ensure that working conditions shall be *gender-responsive and transformative* to assure peace and productivity.

SECTION 34. GRIEVANCE MACHINERY ON SEXUAL HARASSMENT. - The City Government of *Baguio*, in coordination with the Civil Service Commission and the Department of Labor and Employment, shall set-up a grievance machinery to act on all complaints in the workplace.

SECTION 35. SURVEY OF DOMESTIC HELPERS. - The City Government of *Baguio* through the *Public Employment Services Office (PESO)*, the *City Social Welfare and Development Office (CSWDO)*, and the *barangays* shall come up with an annual survey of domestic helpers in all Barangays to monitor *women-related* cases. Households shall be required to provide information regarding their house helpers for identification and other purposes.

SECTION 36. SUPPORT FOR OVERSEAS FILIPINO WORKERS (OFWs). - The City Government of *Baguio* shall coordinate with the *Overseas Workers Welfare Administration (OWWA)* in strengthening the Reproductive Health Program among OFWs in its programs which address sexually transmitted infections.

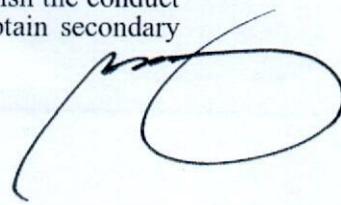
ARTICLE VII. ENVIRONMENT AND NATURAL RESOURCES

SECTION 37. COMMUNITY-BASED ENVIRONMENT PLANS AND PROGRAMS. - In all environmental management plans and programs such as *sanitation and pollution control*, *zero-waste technology development*, the management and preservation of the forest, marine and aquatic resources, women shall be given all the opportunities to participate. The City shall promote the active role of women in environmental impact assessment (EIA) of projects. Instrument for EIA shall analyze sex disaggregated data.

ARTICLE VIII. EDUCATION, MEDIA, ARTS AND CULTURE

SECTION 38. GENDER-RESPONSIVE AND TRANSFORMATIVE COUNSELING AND CAREER PROGRAMS. - Private and public schools, institutes, colleges and universities, and concerned agencies shall promote *gender-responsive and transformative* counseling and career education programs to encourage male and female students to pursue non-traditional professions and widen their career opportunities.

SECTION 39. EVENING/WEEKEND CLASSES FOR ADULTS. - The City Government of *Baguio* shall endeavor to promote and strengthen adult education programs. For this purpose, it shall coordinate or establish the conduct of free evening or weekend classes for persons interested to obtain secondary education, especially women.



SECTION 40. SUPPORT FOR INDIGENOUS FORMS BY MEDIA.

- The media industry shall be encouraged to support the use of indigenous forms and expressions in story-telling, drama, poetry and song to disseminate information on Gender Sensitive issues.

SECTION 41. GENDER-RESPONSIVE EDUCATION. - The Division Office of the Department of Education (*DepEd*)-Baguio, the Commission on Higher Education (*CHED*), the Technical Education and Skills Development Authority (*TESDA*), and the Sangguniang Kabataan Federation of Baguio City shall ensure the inclusion of a Gender and Development curriculum into the educational system of Baguio City.

SECTION 42. PRESERVATION OF CULTURAL IDENTITY. - Preservation and enrichment of the cultural *pride and identity* of indigenous persons shall always be incorporated in all *Gender and Development (GAD)* programs and projects of the City Government of *Baguio*.

ARTICLE IX. TRADE, INDUSTRY AND TOURISM

SECTION 43. SELF-EMPLOYMENT INITIATIVES FOR WOMEN.

- The City Government of *Baguio* shall promote and support women's endeavors for self-employment in micro-enterprises, small-scale businesses, indigenous industries and other employment opportunities including facilitating access to capital funds from any source.

SECTION 44. PROMOTION FOR ECO-TOURISM AND FAMILY-ORIENTED ACTIVITIES. - The City Government of *Baguio* shall strengthen its tourism thrust towards promoting equality of women and providing full opportunities for the development and participation of women in eco-tourism and family-oriented activities.

ARTICLE X. OTHER SPECIAL SECTORAL CONCERNS

SECTION 45. ADVOCACY ON THE RIGHTS OF PERSONS-WITH-DISABILITIES. - Programs, *policies and funded* projects shall be developed to promote the interests of *persons-with-disabilities* and at the same time protect their rights to all opportunities for advancement.

SECTION 46. ORGANIZATION OF ELDERLY WOMEN AND MEN. - Each barangay shall endeavor to include a representation of the elderly women in the Barangay Development Council in order that they may contribute their talents, *skills and expertise* to society.

CHAPTER II. PENAL PROVISIONS

ARTICLE I. GENDER RIGHTS TO PROPER HEALTH CARE

SECTION 47. SOCIALIZED REPRODUCTIVE HEALTH SERVICES.

- No hospital in Baguio City, public or private, shall deny any person living below the poverty line the right to avail *and access* himself/herself of appropriate reproductive health care.

In all cases, a *medical social worker* or any authorized hospital personnel shall conduct an *assessment* of the socio-economic status of the patient for admission purposes. Non-compliance by any Hospital Administrator of this provision shall be penalized with a fine of ₱5,000.00.

SECTION 48. GENDER-RESPONSIVE TRAINING FOR HEALTH CARE PROVIDERS. - Private health care facilities shall provide *gender-responsive* training at least once a year to health workers and professionals employed by them. A certification by the organization or person who conducted the training shall be presented to the City Health Services Office on the compliance of this provision. Non-compliance by any Hospital Administrator of this provision shall be a ground for non-renewal of the business permit of the hospital.

ARTICLE II. VIOLENCE AGAINST WOMEN AND CHILDREN

SECTION 49. IMMEDIATE ACTION ON REPORTS OF VIOLENCE AGAINST WOMEN AND CHILDREN. - All concerned departments of the City Government of *Baguio*, including the Barangays and line agencies, shall act within 24 hours upon receipt of complaints or reports of violence against women or children. They shall provide the appropriate legal, medical and psychosocial referral/assistance to the complainants within the said period. Failure to act within the prescribed period constitutes neglect in the performance of duty and shall be penalized in accordance with the Civil Service Law and the Local Government Code of 1991, *and other women-related laws*.

SECTION 50. PROHIBITED FUND RAISING INITIATIVES. - All benefit dances and other fund raising activities wherein women or men are used as door prizes, substitutes for door prizes, a companion package for an award, prize or recognition in order to raise funds shall be strictly prohibited. Organizers and all other persons responsible for the conduct of the said fund raising activity shall pay a fine of ₱5,000.00 or suffer imprisonment of six (6) months, or both, at the discretion of the Court.

SECTION 51. CONTESTS WHICH DEGRADE WOMEN AND MEN. - It shall be unlawful to hold beauty contests and other similar contests which commodify, abuse, humiliate and treat or degrade women and/or men. *Entrants* of beauty contests violating this provision shall be subject to a penalty consisting of the following:

- a. For business organizations:
 - a.1. Cancellation of business permit;
 - a.2. Fine of ₱5,000.00.
- b. For representatives of agencies, departments of the City Government:
 - b.1. Suspension for one (1) month without pay;
 - b.2. Fine of ₱5,000.00.
- c. For educational institutions, charity or welfare organizations:
 - c.1. Fine of ₱5,000.00.

ARTICLE III. JUSTICE, PEACE AND ORDER

SECTION 52. NON-DISCLOSURE OF SURVIVORS' AND OFFENDERS' IDENTITIES. - The confidentiality of the real names, aliases, personal circumstances, or any other information tending to establish the identities of offenders and *survivors* shall be preserved and shall not be disclosed to the public in any manner to protect their privacy and integrity unless authorized by law or for a lawful purpose. Any person who violates this provision shall be penalized with 15 days imprisonment or payment of ₱5,000.00, or both, at the discretion of the Court. (The offenders may also be prosecuted for revelation of secrets under Articles 229 and 230, as the case may be, of the Revised Penal Code *and the Data Privacy Act*.)

ARTICLE IV. LABOR AND EMPLOYMENT

SECTION 53. EQUAL ACCESS TO JOB TRAINING AND PROMOTION. - No woman shall be deprived of job training, employment or promotion on account of her *sex, gender-choice*, age, ethnicity, religion and marital status. Employers who violate this provision shall be penalized with a fine of ₱5,000.00 or the cancellation of their business permits, or both, at the discretion of the Court.

SECTION 54. WAGES AND BENEFITS FOR WOMEN. - Every employer shall abide by the provisions of the Labor Code and the Regional Wage Board and the Civil Service Law on wages and benefits due to employees without discrimination against women. Violation by private and government employers of the provisions of the said laws shall be penalized by a fine under the Labor Code.

SECTION 55. RAIDS IN ENTERTAINMENT ESTABLISHMENTS.

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

ARTICLE V. CULTURAL PRIDE AND IDENTITY OF INDIGENOUS PEOPLE

SECTION 56. PROHIBITION AGAINST DEGRADING PROGRAMS OR PUBLICATION. - It shall be unlawful for any person or entity to produce or present reports, programs or advertisements in print, broadcast, electronic, film, or other forms of media, including stage shows or presentations, that degrade or treat the indigenous women, minors and children as inferior beings, or which in any manner subject them to humiliation and ridicule. Publishers, reporters, station or program managers, producers, directors, advertisers, actors, or other persons responsible for the production or presentation of such reports, programs or advertisements shall be penalized with a fine of ₱5,000.00 or imprisonment of one (1) month, or both, at the discretion of the Court. The Court may also impose suspension or revocation of the business permit or franchise to operate of the guilty party, in appropriate cases.

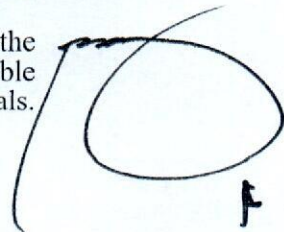
CHAPTER III. PROVISIONS FOR IMPLEMENTATION

ARTICLE I. THE CITY GENDER AND DEVELOPMENT UNIT (CGADU)

SECTION 57. CREATION OF THE CITY GENDER AND DEVELOPMENT UNIT. - The *City Gender and Development Unit (CGADU)* under the supervision of the City Social Welfare and Development Office (CSWDO) is hereby created, specifically to realize the provisions of this Code. It shall take the lead in the implementation of *Gender and Development (GAD)* related programs and projects of the City Government of Baguio.

SECTION 58. FUNCTIONS OF THE CITY GENDER AND DEVELOPMENT UNIT. - The *City Gender and Development Unit (CGADU)* shall have the following functions:

- a. **Advocacy Function.** The *CGADU* shall undertake consciousness-raising programs and projects that tackle the status of women, their rights and the issues affecting them.
 - a.1. **Information, Education and Communication.** The Unit shall conduct gender sensitivity education and communication campaigns in all departments and agencies of the City Government of Baguio, including Barangays.
 - a.2. **Training.** The Unit shall conduct leadership training program for women with special needs whether young, urban poor, indigenous, and *women with disabilities*.
 - a.3. **Research and Documentation.** The Unit shall support and develop gender studies and research in cooperation with other concerned agencies, public and private institutions, foundations, research institutes, non-governmental organizations and the media. It shall also collect, compile, analyze and present data by sex, age, socio-economic and other relevant indicators for policy and program planning and implementation.
- b. **Coordinative Function.** The *CGADU* shall coordinate with local, national and international agencies and organizations involved in similar tasks in pursuit of the realization of the provisions of this Code.
- c. **Monitoring Function.** The *CGADU* shall ensure that the implementation of this Code yields realistic, measurable and tangible results in accordance with international agreements and national goals. The Unit may use the following tools and mechanisms:



- c.1. **Gender Watch.** Gender equality and development perspectives shall be mainstreamed into all aspects of policy-making. All departments and agencies shall implement a system of services and facilities that would monitor the status of women in the City.
- c.2. **Legal Aid Service.** Legal aid services shall be available to all women, especially those in distress and who have no means of obtaining the services of private lawyers. *The CGADU shall work in close coordination with the Baguio City Police Office – Women and Children Protection Unit and the Barangay VAWC Desks to insure quality of services rendered.*
- c.3. **Sustainable and Gender-Responsive Project Development.** Projects and activities on the local economy, politics, culture and the ecosystems shall be assessed in a manner that would determine their psychosocial and technological impact on women and men.
- c.4. **Media Watch.** An active dialogue and linkages with the print, broadcast, electronic media, and film representatives shall be undertaken by the Unit to strengthen the portrayal of women by the media as key actors and contributors to the Development process.

SECTION 59. CREATION OF THE GENDER AND DEVELOPMENT (GAD) COUNCIL OF BAGUIO CITY. - A GAD Council composed of Government Agencies and Non-Government Organizations (NGOs) with the Mayor or his representative as the Presiding Officer, is hereby created to become the policy recommending consultative assembly of the *Gender and Development Unit* for its periodic planning and program implementation, monitoring, assessment and evaluation.

SECTION 60. COMPLIANCE REPORT. - Within six (6) months from the effectivity of this Code, and every six (6) months thereafter, all City Government Departments concerned in the promotion and implementation of this Code shall submit a report to the Sangguniang Panlungsod on their compliance with this Code.

ARTICLE II. TRANSITORY PROVISIONS

SECTION 61. IMPLEMENTING RULES AND REGULATIONS. - Through an Executive Order, an Executive Committee composed of the City Prosecutor's Office, the City Legal Office, the City Social Welfare and Development Office, the City Council Committee on Women and Family Welfare or its equivalent, and the City Planning and Development Office, shall promulgate the *Implementing Rules and Regulations* necessary to carry out the provisions of this Code, *60 days from the approval of this Code.*

SECTION 62. FUNDING. - *5% of the General Fund of the City Government of Baguio shall be mainstreamed as a provision of this Ordinance which is already being allocated every year and hereinafter.*

ARTICLE III. FINAL PROVISIONS

SECTION 63. SEPARABILITY CLAUSE. - If any portion or provision of this Code is declared unconstitutional or invalid by virtue of national laws, the other sections or provisions hereof shall continue to be in full force and in effect.


SECTION 64. SUPPLEMENTARY CLAUSE. - On matters not provided for in this Code, existing applicable laws and their corresponding implementing rules and regulations, executive orders and relevant issuances thereafter shall also become part of this Code.

SECTION 65. EFFECTIVITY CLAUSE. - This Code shall take effect upon compliance with the mandatory posting and publication requirements prescribed under Republic Act No. 7160, otherwise known as the Local Government Code of 1991.

SECTION 2. This Ordinance shall take effect in accordance with the provisions of Republic Act No. 7160, also known as the Local Government Code of 1991, as amended.


Unanimously passed.

CERTIFIED CORRECT:

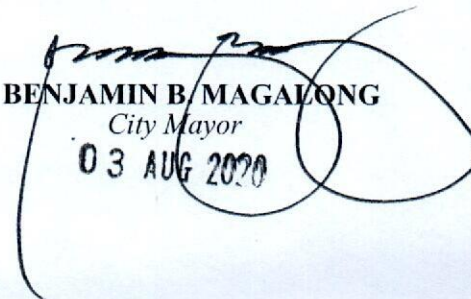

FAUSTINO A. OLOWAN
City Vice-Mayor and
Presiding Officer

JUL 30 2020

Attested:


BRENNER E. BENGWAYAN
Secretary to the Sanggunian

APPROVED:


BENJAMIN B. MAGALONG
City Mayor
03 AUG 2020


ROGER P. LAOLAWI


JONATHAN M. FONTANOS