Republic of the Philippines
PROVINCE OF SURIGAO DEL SUR
MUNICIPALITY OF CARRASCAL
Office of the Sangguniang Bayan

November 16, 2026

MR. EDGAR G. PEREZ II, J.D.
Provincial Secretary
Sangguniang Panlalawigan
Tandag City, Surigao del Sur

Sir:

Greetings of peace and goodwill!

We respectfully submit herewith **Ordinance No. 02, Series of 2026** entitled "*AN ORDINANCE ENHANCING THE GENDER AND DEVELOPMENT (GAD) CODE OF THE MUNICIPALITY OF CARRASCAL, SURIGAO DEL SUR AND FOR OTHER PURPOSES.*"

Its contents are self-explanatory and the foregoing is duly transmitted for your review, evaluation, and appropriate action.

We trust that this will merit your kind consideration.

Very truly yours,

CHESTER A. AZARCON, J.D.
Secretary to the Sanggunian

sbocarrascalsds@gmail.com
Sangguniang Bayan of Carrascal, Surigao del Sur
Legislative Building, Municipal Hall, Brgy. Embarcadero, Carrascal

EXCERPT FROM THE MINUTES OF THE 25TH REGULAR SESSION OF THE 12TH SANGGUNIANG BAYAN OF CARRASCAL, SURIGAO DEL SUR HELD ON JANUARY 26, 2026 AT THE LEGISLATIVE SESSION HALL.

PRESENT:

HON. VICENTE H. PIMENTEL III
Municipal Vice Mayor
Presiding Officer

Regular Members

Hon. John Angelo T. Arreza, CE	Hon. Jessie James T. Valle
Hon. Richard L. Hotchkiss	Hon. Oliver Han D. Villarosa
Hon. Chito O. Eliot	Hon. Arnel C. Sunico

Ex-Officio Members

	Hon. Carmelita V. Correos	-	LNMB
	Hon. Datu Dennis H. Dagno	-	IPMR
	Hon. Kidd Elijah P. Pebojot	-	SK Federation President
ON LEAVE:	Hon. Romen R. Intano	-	SB Member
	Hon. Keith Vincent P. Pimentel	-	SB Member

ORDINANCE NO. 02, SERIES OF 2026

"AN ORDINANCE ENHANCING THE GENDER AND DEVELOPMENT (GAD) CODE OF THE MUNICIPALITY OF CARRASCAL, SURIGAO DEL SUR AND FOR OTHER PURPOSES."

INTRODUCED BY:
HONORABLE CARMELITA V. CORREOS

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

"WHEREAS, Republic Act No. 7192 or the Women in Development and Nation-Building Act, guarantees women's rights and opportunities equal to that of men;

"WHEREAS, the said legal mandates stipulate the recognition of women's rights in all spheres of life equality between women and men and their contribution to national development;

"WHEREAS, Section 16 of Republic Act No. 7160, otherwise known as the Local Government Code of the Philippines provides that *"Every local government unit shall exercise the powers expressly granted, those necessarily implied therefrom, as well as powers necessary. appropriate, or incidental for its efficient and effective governance, and those which are essential to the promotion of the general welfare."*;

"WHEREAS, Gender and Development (GAD) is a development perspective that recognizes the equal contribution of women and men in all aspects of development. It involves a process of identifying interventions which transform unequal gender relations into opportunities which equitably or equally benefit women and men;

"WHEREAS, the local GAD Code provides a set of principles that spells out the vision of the LGU of promoting, protecting and fulfilling women's rights and equalizing the gender relations of its women and men opportunities. It also includes comprehensive interventions that respond to the practical and strategic gender needs of women and men;

"WHEREAS, the local GAD Code provides a set of principles that spells out the vision of the LGU of promoting, protecting and fulfilling women's rights and equalizing the gender relations of its women and men opportunities. It also includes comprehensive interventions that respond to the practical and strategic gender needs of women and men;

"WHEREAS, there is a need to enact a new version of Gender and Development (GAD) Code of the Municipality of Carrascal, Surigao del Sur to incorporate and codify the most recent national and local laws relating to gender equality to apply particularly in the Municipality of Carrascal, Surigao del Sur;

" NOW THEREFORE "

Be it enacted, as it is hereby enacted by the Sangguniang Bayan of the Municipality of Carrascal, Surigao del Sur, in session assembled:

CHAPTER I
GENERAL PROVISIONS

ARTICLE 1
TITLE, DECLARATION OF PRINCIPLES AND POLICIES AND DEFINITIONS OF TERMS

SECTION 1. TITLE. This ordinance shall be known and cited as the "Gender and Development Code of the Municipality of Carrascal of 2025".

SECTION 2. LEGAL MANDATES. The updating/enhancement of the GAD Code is in line with the Municipality's intensified efforts in the promotion and fulfillment of women's rights, gender equality and gender-responsive governance as embodied in the following local and national mandates and policies and international commitments:

i. **Local Ordinances and Policies** *(input approved local legislations on women and gender equality and other related laws)*
ii. **Development Vision of the Municipality of Carrascal**
iii. **Philippine Laws and Policies**

Article II, Section 14 of the 1987 Philippine Constitution provides that the "State recognizes the role of women in nation-building and shall ensure the fundamental equality before the law of women and men.

Republic Act 7160 otherwise known as the Local Government Code of 1991 mandates the LGUs to promote the general welfare and provide basic services and facilities to constituents.

Art. XIII, Section 14 of the 1987 Philippine Constitution states that, "the state shall protect working women by providing safe and healthy working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential in the service of the nation".

R.A. No. 7192 otherwise known as the Women in Development and National-Building Act of 1992 which promotes the integration of women as full and equal partners of men' in development and nation-building.

RA 9710 or the Magna Carta of Women (MCW) is a comprehensive women's human rights law. The MCW mandates local government units and other government agencies and instrumentalities to utilize at least 5% of their total budgets on, and institute mechanisms to carry out legislations, programs, projects services and activities addressing gender issues in their locality to promote women's empowerment and equality.

Art. 10 of R.A. No. 9710 states that women have the right to protection and security in times of disasters, calamities, and other crisis situations especially on all phases of relief, recovery, rehabilitation, and construction efforts.

Joint Circular 2012-01 of the PCW-NEDA-DBM or the Guidelines for the Preparation of Annual Gender and Development (GAD) Plans and Budgets and Accomplishments Report to Implement the Magna Carta of Women

Philippine Plan for Gender-responsive Development (PPGD), 1995-2025, envisions a society that promotes gender equality and women's empowerment, and upholds human rights, among other development goals.

Civil Service Commission Memorandum Circular No. 12, s. 2005 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.

Section 28 of the General Appropriations Act (GAA) from 1995 to 2000 directing government entities to formulate a GAD plan, the cost of which shall not be less than five (5) percent of their yearly budget, otherwise known as the GAD budget.

Executive Order (EO) 273 which directs all government agencies to institutionalize GAD efforts in government by incorporating GAD concerns in their planning, programming, and budgeting processes. It also mandates agencies to incorporate and reflect GAD concerns in their agency performance commitment contracts, annual budget proposals, work, and financial plans.

Section 2.2.9. of Local Budget Memorandum No. 28 which directs local government units to mobilize resources to mainstream and implement gender and development programs using the five (5) percent of development fund.

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

Joint Memorandum Circular No. 2010-2, dated Dec. 09, 2010, lays down the Guidelines in the establishment of a Violence against Women and Children (VAWC) Desk in every Barangay in accordance to Section 12 D, Rules and Regulations implementing the Magna Carta of Women provides for the establishment of a VAW Desk in every Barangay, to ensure that violence against women are fully addressed in a gender-responsive manner.

PCW-DILG-DBM-NEDA Joint Memorandum Circular No. 2013-01 or the Guidelines on the Localization of the Magna Carta of Women.

Joint Memorandum Circular No. 2016-01 dated Jan. 12, 2016, provides for the Amendments to PCW-DILG-DBM-NEDA JMC No. 2013-01: Guidelines on the Localization of the Magna Carta of Women.

Joint Memorandum Circular No. 2000-01, dated July 15, 2020, entitled Ensuring Gender-Responsive Interventions to COVID-19 and the New Normal Including Ensuring Prompt, Effective and Survivor- Centered Response to all Forms of Gender-Based Violence.

Administrative Order No. 2020-0015 titled "Guidelines on the Risk-Based Public Health Standards for COVID-19 Mitigation.

iv. ***Other Statutes***

1. RA 6725 or An Act Strengthening the Prohibition on Discrimination Against Women with Respect to Terms and Conditions of Employment.
2. RA 6955 or An Act to Declare Unlawful the Practice of Matching Filipino Women for Marriage to Foreign nationals on a Mail order Basis and other Similar Practices including Advertisement, Publication, Printing or distribution of Brochures, Fliers and Other Propaganda materials.
3. RA 7322 or An Act increasing Maternity Benefits in favor of Women Workers in the Private Sector.
4. RA 7688 or the Social Security Act of 1997.
5. RA 7877 or An Act Declaring Sexual Harassment Unlawful in the Employment, Education, or Training Environment and for other purposes.
6. RA 7882 or An Act Providing Assistance to Women Engaging in Micro and Cottage Business Enterprises.
7. RA 8292 or the Magna Carta for Small Enterprises.
8. RA 8042 or the Migrant Workers and Overseas Filipinos Act of 1995.
9. RA 8353 or An Act Expanding the Definition of the Crime of Rape, Reclassifying the Same as a Crime Against Persons, Amending for the Purpose Act No. 3815, as Amended Otherwise Known as the Revised Penal Code and for Other Purposes.

10. RA 8972 otherwise known as the Solo Parent Welfare Act of 2000, to develop a comprehensive program for social development and welfare services for solo parents and their children.
11. RA 9208 or An Act which Institutionalize Policies to Eliminate Trafficking in Persons Especially Women and Children, Establishing the Necessary Institutional Mechanisms for the Protection and Support of Trafficked Persons, Providing Penalties for its Violations and for Other Purposes.
12. RA 9262 or the Anti-Violence Against Women and their Children Act.
13. Reproductive Health Care Act of 2002.
14. RA 6972 or An Act Establishing a Day Care Center in Every Barangay.
15. Republic Act no. 10627, or An Act Requiring all Elementary and Secondary Schools to Adopt Policies to Prevent and Address the Acts of Bullying in their Institutions, (Anti-Bullying Act of 2013).
16. RA 9344 also known as Juvenile Justice and Welfare Act of 2006.
17. RA 10410 or The Early Years Act of 2013" An Act Recognizing the Age from Zero (0) to Eight (8) years as the First Crucial Stage of Educational development and Strengthening the Early Childhood Care and Development System.
18. Presidential Decree No. 148. Amending Further Certain Sections of Republic Act 679, As Amended, commonly known as the Woman and Child Labor Law.
19. Republic Act 8187 An Act Granting Paternity Leave of Seven (7) Days with full pay to All Married Employees in the Private and Public Sectors for The First Four (4) Deliveries of the Legitimate Spouse with Whom He is Cohabiting and For Other Purposes 2.3.80.
20. Proclamation No. 731, Declaring the Second Week of February of Every Year As "National Awareness Week for The Prevention of Child Sexual Abuse and Exploitation"
21. Republic Act No. 9547, An Act Strengthening and Expanding the Coverage of The Special Program for Employment of Students, Amending for The Purpose Provisions of RA. No. 7323, Otherwise Known as the Special Program for Employment of Students
22. Republic Act No. 10767, An Act Establishing a Comprehensive Philippine Plan of Action to Eliminate Tuberculosis as A Public Health Problem and Appropriating Fund, therefore.
23. Civil Service Commission Resolution 01-0940, Administrative Disciplinary Rules on Sexual Harassment Cases.
24. Republic Act No. 10070, Establishing Institutional Mechanism to Ensure the Implementation of Programs and Services for Persons with Disabilities in Every Province, City, And Municipality, Amending Republic Act No. 7277, Otherwise Known as The Magna Carta for Disabled Persons, As Amended, And for Other Purposes.
25. Republic Act No. 10524. An Act Expanding the Positions Reserved for Persons with Disability, Amending for The Purpose Republic Act No. 7277, As Amended, Otherwise Known as The Magna Carta for Persons with Disabilities.
26. Republic Act No. 9442. An Act Amending Republic Act No. 7277, Otherwise Known as the "Magna Carta for Disabled Persons, And for Other Purposes"
27. Republic Act No. 10361 Domestic Workers Act or Batas Kasambahay.
28. Republic Act No. 9547. An Act Strengthening and Expanding the Coverage of the Special Program for Employment of Students, amending for the Purpose the Provisions of R.A. No. 7323, Otherwise Known as the Special Program for Employment of Students.

29. Presidential Decree No. 856. The Code on Sanitation of the Philippines.
30. Executive Order 51. The National Code of Marketing of Breastmilk Substitutes, Breastmilk Supplements, and Other Related Products.
31. Executive Order No. 663 Implementing the National Commitment For "Bakuna Ang Una Sa Sanggol at Ina", Attaining World Health Organization's Goals to Eliminate Measles and Neonatal Tetanus, Eradicate Polio, Control Hepatitis B, And Other Vaccine-Preventable Diseases.
32. Department of Health Administrative Order 2009-0025, Adopting New Policies and Protocol on Essential Newborn Care, 2.3.70.
33. Presidential Decree No. 1569. Strengthening The Barangay Nutrition Program By Providing for A Barangay Nutrition Scholar in Every Barangay, Providing Funds Therefor, And for Other Purposes.
34. Republic Act of 6725. An Act Strengthening the Prohibition on Discrimination Against Women concerning Terms and Conditions of Employment.
35. Republic Act 7277. Magna Carta for Persons with Disability, an Act Providing for the Rehabilitation, Self-Development, and Self-Reliance of Disabled Persons and Their Integration into the Mainstream of Society and Other Purposes.
36. Republic Act of 7322. An Act Increasing Maternity Benefits in Favor of Women Workers in the Private Sector.
37. Republic Act 7438. An Act Defining Certain Rights of Person Arrested, Detained or Under Custodial Investigation as Well as the Duties of the Arresting. Detaining and Investigating Officers and Providing Penalties for Violations Thereof.
38. Republic Act of 7688. Social Security Act of 1997.
39. Republic Act of 7882. An Act Providing Assistance to Women Engaging in Micro and Cottage Business Enterprises.
40. Republic Act A 8042. Migrant Workers and Overseas Filipinos Act of 1995.
41. Republic Act of 8343. An Act Expanding the Definition of the Crime of Rape, Reclassifying the Same as a Crime Against Persons Amending for the Purpose Act No. 3815, as Amended Otherwise Known as the Revised Penal Code and for Other Purposes 2.3.12. Republic Act 8353. Anti-Rape Law of 1997.
42. Republic Act of 8505. The Rape Victim Assistance and Protection Act.
43. Republic Act 9208. An Act which Institutionalizes 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.
44. Reproductive Health Care Act of 2002.
45. Republic Act 7600 which provides incentives to all government and private health institutions with rooming-in and breastfeeding practices.
46. Republic Act 6949 which declares March 8 of every year as a working holiday to be known as National Women's Day.
47. Presidential Proclamation 1172 which officially declares the period of November 25 to (International Day to eliminate VAW) to December 12 (Day of Signing of the United Nations Convention on Transnational and Organized Crimes which Include the Protocol to Prevent and Punish Trafficking in Persons, Especially Women and Children) as the 18 Day Campaign to end Violence Against Women in the Philippines and enjoins all government agencies to include the state colleges and universities, local government units (LGUS) and other government sectors of the society to actively support and participate in the protection of human rights of women against women and all other forms of discrimination.

48. Proclamation No. 224 s. 1988 declaring the first week of March each year as Women's Week and March 8 as Women's Rights and International Peace Day.
49. Republic Act of 6949, or An Act to Declare March Eight of Every Year as a Working Special Holiday to Be Known as National Women's Day.
50. Republic Act 10906, or the "Anti-Mail Order Spouse Law," A bill that places heavy penalties for businesses peddling Filipino "mail-order spouses" scoring a point for the protection of vulnerable single Filipinos.
51. Republic Act 10911. An Act Prohibiting Discrimination Against any Individual in Employment on Account of Age and Providing penalties, therefore.
52. Republic Act 9729. An Act Mainstreaming Climate Change into Government Policy Formulations, Establishing the Framework Strategy and Program on Climate Change Commission, and or Other Purposes.
53. Republic Act 10354. The Responsible Parenthood and Reproductive Health Act of 2012
54. Memorandum Circular No. 2016-07. Allowing Married Women to Retain and Use their Maiden Name in place of their Husband's Surname following Existing Laws and Pertinent Jurisprudence.
55. Memorandum Circular No. 2016-02. 2016 National Women's Month Celebration
56. PCW Memorandum Circular 2013-04. Utilization of the Barangay VAW Desk Handbook as Guide in the Establishment and Operationalization of Barangay VAW Desks.

SECTION 3. INTERNATIONAL COMMITMENTS. The following outlines the Philippines' commitment to international treaties and global frameworks that promote human rights, gender equality, social protection, and sustainable development.

- **International Conferences** like the *Convention on the Elimination of all forms of Discrimination Against Women (CEDAW)* and the *Convention on the Rights of the Child (CRC)* and *International Convention on the Rights of People with Disabilities (ICRPD)* gave recognition for the protection of women and children's rights as well as PWDs; the Philippines is one of the signatories of the treaties adopted in these conventions;

- **Beijing Platform for Action (BPfA)** which is the resulting document of the Fourth World Conference on Women in Beijing, China in 1995 adopted in consensus by the United Nations (UN). It is during this Conference the governments and the UN agreed to promote gender mainstreaming as a strategy to ensure that gender perspective is reflected in all policies and programs at the national, regional, and international levels.

- **Millennium Development Goal**. The United Nations Millennium Declaration in 2000 gave birth to the Millennium Development Goals (MDGs), the Philippine government is committed to ensuring that the country's development planning efforts focus on an MDG-responsive policy framework and legislation to eradicate poverty and achieve sustainable human development.

- **Sustainable Development Goals:** 17 Goals to Transform our world. This is also known as the Global Goals, build on the Millennium Development Goals (MDGs), eight anti-poverty targets that the world committed to achieving by 2015. The new Global Goals, and the broader sustainability agenda, go much further than the MDGs, addressing the root causes of poverty and the universal need for development that works for all people.

SECTION 4. GAD PRINCIPLES, POLICIES AND STRATEGIES. THE Municipality of Carrascal, Surigao del Sur shall embody the principles of gender and development. In line with the state policy recognizing that the economic, political, and socio-cultural realities affect women's current condition, the Municipality affirms the role of women in nation building and ensures the substantive equality of women and men. It shall promote empowerment of women, pursue equal opportunities for women and men and ensure equal access to resources and to development results and outcome. As such, women's empowerment and gender equality shall be the twin goals in all development efforts.

In this respect, the Municipality of Carrascal, Surigao del Sur shall intensify its efforts to fulfill its duties under international and domestic law, protect, promote, and fulfill the human rights of women, especially marginalized women, in the economic, social, political, cultural, and other fields without distinction or discrimination on account of class, age, sex, gender, language, ethnicity, religion, ideology, disability, education, and status.

The Municipality of Carrascal shall promote, protect and fulfill the following rights of women.

A. Human Rights of Women as defined and declared by the United Nations under the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW):

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

B. Human Rights of Women as defined and declared in Republic Act 9710, otherwise known as the Magna Carta of Women:

I. Protection from all forms of violence;
II. Protection and security in times of disaster, calamities armed conflicts and other crisis situations; participation and representation; equal treatment before the law.

III. Equal access and elimination of discrimination against women in education, scholarship and training; equal participation in sports;
IV. Non-discrimination in employment in the field of military, police and other similar services; non-discriminatory and non-derogatory portrayal in media film;
V. Comprehensive health services;
VI. Health information and education;
VII. Employment leave benefits due to surgeries caused by gynecological disorders; and
VIII. Equal rights in all matters relating to marriage and family relations.

The Local Government Unit of Carrascal also guarantees the civil, political, cultural, social, and economic rights of women in the marginalized sectors, particularly their right to:

I. Food security and resources for food production including equal rights in the titling of the land and issuance of stewardship contracts and patents;
II. Localized, accessible, secure, and affordable housing:
III. Employment, livelihood, credit, capital and technology.
IV. Skills training, scholarship, especially in research and development aimed towards women-friendly farm technology.
V. Representation and participation in policy-making or decision-making bodies in the regional, national, and international levels;
VI. Access to information regarding policies on women, including programs, project and funding outlays that affect them;
VII. Social Protection;
VIII. Recognition and preservation of cultural identity and integrity (provided that these cultural systems and practices are not discriminatory to women):
IX. Participation and representation in discussion on peace and development;
X. Services and interventions for women in especially difficult circumstance (WEDC):
XI. Protection of girl-children against all forms of discrimination in education, health and nutrition, skills development; and
XII. Protection of women senior citizens.

To attain the foregoing policy, all agencies, offices, departments, institutions and other organizations in the municipality and barangay level shall:

I. Mainstream gender and development in their respective plans, programs, projects, services and activities in order to address gender issues;
II. Integrate gender in planning processes and plans through the conduct of gender analysis using sex-disaggregated data; including gender perspective in project management and design and ensuring women's and men's participation in the processes through consultations;
III. Utilize at least five (5%) percent of the Municipal/Barangay Government's annual budget for the implementation of the GAD Plan Projects and Activities and other gender mainstreaming undertakings. The GAD budget shall endeavor to influence the remaining 95% of the total appropriated local budget toward gender-responsiveness.

IV. Ensure that women and men equally contribute to and benefit from all their program, projects and services by integrating the gender perspective in all the development cycle processes;
V. Strengthen the GO-PO-NGO partnership to maximize the effectiveness of programs and services addressing Gender and Development (GAD) concerns;
VI. Encourage, support, and expand the participation of grassroots women in the planning, implementation, monitoring, and evaluation of development programs and projects.
VII. Promote gender sensitivity in all offices and establishments;
VIII. Intensify the campaign on awareness of gender issues and concerns; the underlying laws, policies and programs that promote and protect the rights of the vulnerable and marginalized; and the available programs, projects that address gender issues;
IX. Monitor and evaluate the gender-responsiveness of programs and projects;
X. Eliminate gender biases in all their policies, systems and procedures and ensuring that the same are non-discriminatory and non-sexist; and
XI. Develop and strengthen mechanism for oversight, technical support, consultation and coordination on GAD.

SECTION 5. DEFINITION OF TERMS. The following terms or phrases used in this Code shall mean as follows:

1. **Access** – in the development context, the means or right to obtain services, products and commodities; in the context of the Gender Equality and Women's Empowerment Framework, access to resources and services is an objective to gender equality, while women's mobilization to achieve equality is an element of women's empowerment; an opportunity for a person to make use of existing political, economic and time resources or benefits.
2. **Advocacy** – a conscientization strategy concerned with increasing people sensitivity to the implications of gender inequality and demand that problems of gender discrimination be identified and overcome in policies and programs.
3. **Barangay Protection Orders** – refer to the protection order issued by the barangay ordering the perpetrators/respondents to desist from committing acts under Section 7 (a) and (b) of RA 9262.
4. **Battering** – a series of physical, emotional, and psychological abuse. It is repeated and habitual cyclic patterns as a means of intimidation and imposition of the batterer's will and control over the survivor's life. It constitutes the following kind of behavior but is not limited to:
5. **Sexual battering** – this includes physical attacks on the woman's breast, genital or forced sexual activity.
6. **Psychological battering** – this includes threats of suicide, violence against women or her family, punching holes in the walls, threatening to take the children away, threatening deportation of wives with foreign citizenship, threatening to kidnap children or take them to a 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. This provision shall likewise apply to common-law relations but does not include adulterous ones as contemplated in the Revised Penal Code:

7. **Economic battering** – this includes deprivation of women of economic resources, their generation and mobilization to create dependency and submissiveness to men and any established structures of domination;

8. **Child** – refers to a person below eighteen (18) years of age or those over but is unable to fully take care of themselves or protect themselves from abuse, neglect, cruelty, exploitation or discrimination because of a physical or mental disability or condition.

9. **Child Abuse** – refers to the maltreatment, whether habitual or not, of the child which includes any of the following:

10. **Psychological and physical abuse, neglect, cruelty, sexual abuse, and emotional maltreatment:**
    a. Any act by deeds or words which debases degrades or demeans the intrinsic worth and dignity of a child as a human being;
    b. Unreasonable deprivation of his basic needs for survival, such as food and shelter, or
    c. Failure to immediately give medical treatment to an injured child resulting in serious impairment of his growth and development or his permanent incapacity or death.
11. **Development –** the improvement of the quality of life of all regardless of age, sex, gender, tribe, race, creed, and religion. It is characterized by sustained and equitable growth in a balanced ecology.

12. **Differently-abled Persons** – are survivors of physical impairments that have differentiated needs and potentials.

13. **Discrimination Against Women** – refers to any gender-based distinction, exclusion, or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other field. It includes any act or omission, including by law, policy, administrative measure, or practice, that directly or indirectly excludes or restricts women in the recognition and promotion of their rights and their access to and enjoyment of opportunities, benefits, or privileges.

14. **Domestic worker or *"Kasambahay"*** – refers to any person engaged in domestic work within an employment relationship such as, but not limited to, the following: general house help, nursemaid or "Yaya", cook, gardener, or laundry person, but shall exclude any person who performs domestic work only occasionally or sporadically and not on an occupational basis. The term shall not include children who are under a foster family arrangement and are provided access to education and given an allowance incidental to education, *i.e.*, "baon", transportation, school projects, and school activities.
15. **Domestic Violence and emotional abuse** – are behaviors used by one person in a relationship to control the other. Partners may be married or not married; heterosexual, gay, or lesbian; living together, separated, or dating.

16. **Early Childhood Care and Development (ECCD) System** – refers to the full range of health, nutrition, early education, and social services programs that provide for the basic holistic needs of young children from birth to age six (6), to promote their optimum growth and development. These programs include: (1) Center-based programs, such as the daycare service established under Republic Act No. 6972, public and private pre-schools, kindergarten or school-based programs, community or church-based early childhood education programs initiated by non-government organizations or people's organizations, workplace- related child care and education programs, child-minding centers, health centers and stations; and (2) Home-based programs, such as the neighborhood-based playgroups, family daycare programs, parent education and home visiting programs.
17. **Empowerment** – refers to a process by which women are mobilized to understand, identify and overcome gender discrimination.
18. **Equity** – is a concept of distributive justice that is remedial and is intended to overcome bias, favoritism, and inequalities.
19. **GAD Plan and Budget** – is a systematic approach to gender mainstreaming. carried out by all government instrumentalities, through the annual development and implementation of programs, activities, and projects and addressing gender issues and concerns in their respective organizations, sectors, and constituencies by utilizing at least 5% of their total budget allocation;
20. **GAD Focal Point System** – a GAD mechanism in all departments including their attached agencies' offices and bureaus, state universities, and colleges, government-owned and controlled corporations, local government units, and other government instrumentalities to catalyze and accelerate gender-mainstreaming within the university or local government unit.
21. **Gender** – refers to the differentiated social roles, behavior, capacities and intellectuals, emotional and social characteristic attributed by a given culture to women and men, in short, all differences besides the strictly biological. There are two kinds of gender: masculine ascribed to the male sex and feminine ascribed to the female.
22. **Gender and Development** – shall refer to a development perspective which promotes greater focus on people both as development agents and participant. It encourages the equal contributions of women and men in all aspect/sectors of development. Such a perspective involves the process of searching of new and innovative initiatives which help transform unequal gender relations into opportunities which equally/equitably benefits both men and women. It recognizes that the unequal relation between women and men is a major deterrent to social and economic progress. It acknowledges that the difficulties encountered by women have to be addressed to ensure their effective participation in development. It envisions a future society where women and men equally contribute to and benefit from development prescribed by society.
23. **Gender discrimination** – means discrimination based on a person's gender and sex.
24. **Gender Equality** – means that women and men enjoy the same status and conditions and have equal opportunity for realizing their potential to contribute to the political, economic, social, and cultural development of their countries. They should also benefit equally from the results of development.
25. **Gender Equity** – is the process of allocating resources, programs, and decision making fairly to both males and females without any discrimination based on sex... and addressing any imbalances in the benefits available to males and females.

26. **Gender Mainstreaming** – refers to the strategy of integrating gender and development concerns and issues at all levels.
27. **Gender Perspective** – way of viewing issues and problems that take into consideration the different realities of women's and men's lives and recognizing that there is an unequal relationship between the two.
28. **Gender planning** – means taking account of gender issues in development planning, it means that gender issues are recognized in the identification of problems and addressed in development objectives.
29. **Gender sensitive/responsive** – having an understanding of the marginalized position of women and consciously challenging the attitudes and behavior that reinforce women's subordinate status.
30. **Gender sensitization** – is an experimental and critical process of learning and unlearning of an individual female or male of the causes and effects of the culturally determined roles of women and men.
31. **Gender sensitivity training** – means providing people with formal learning experience in order to increase their awareness. The overall purpose of the training is to provide the knowledge and skills necessary to recognize and address gender issues in the programming process. At the center of the learning. process is the conscientization, involving the ability to recognize the underlying issues of gender inequality which form a pervasive obstacle to program progress.
32. **Harmonized Gender and Development Guidelines (HGDG) –** The set of guidelines serves as a common instrument among the NEDA, proponent/implementing agencies, and donor organizations for ensuring the gender responsiveness of programs and projects in their various stages.
33. **Information, education, and communication (IEC) materials** – pertains to materials such as posters, flyers, leaflets, brochures, booklets, messages for health education sessions, radio broadcast or TV spots, etc. as a means of promoting gender and development advocacy
34. **Land-based projects** – are projects designed systematically to provide women the opportunity to have full access and control over the maximum utilization of land and other indigenous resources.
35. **Marginalization** – refers to a condition where a whole category of people is excluded from useful and meaningful participation in political, economic, social, and cultural life.
36. **Marginalized –** refers to the basic, disadvantaged, or vulnerable persons or groups who are mostly living in poverty and have little or no access to lands and other resources, basic social and economic services such as health care, education, water and sanitation, employment and livelihood opportunities, housing, social security, physical infrastructure, and the justice system. These include, but are not limited to, women in the following sectors and group identified in RA 9710 such as: Small Farmers and Rural Workers, Urban Poor, Workers in the Formal and Informal Economy, Migrant Workers, Indigenous Peoples, Moro, Children, Solo Parents and Sr. Citizens.
37. **Minors –** refers to persons below 18 years of age and unable to take care of themselves from abuse, neglect, cruelty, exploitation, or discrimination.
38. **Mitigation** – in the context of climate change refers to human intervention to address anthropogenic emissions by sources and removals of all GHG, including ozone-depleting substances.

39. **New Normal** – refers to a set of health behaviors and minimum public health standards to be observed and institutionalized to halt the spread of COVID-19 and its variants and shall be part of routine practices even after the pandemic.
40. **Paternity Leave** – refers to the benefits granted to a married male employee allowing him not to report for work for seven (7) days but continues to earn the compensation.
41. **Pornography Scenes, Pictures, Publications** – written or graphic or other forms of communications intended to entertain lascivious feelings.

42. **Poverty** – refers to the condition, in which the basic needs of human beings are not being met and people lack the necessary food, clothing, or shelter to survive, can be distinguished from relative poverty, which has been defined as the inability of a citizen to participate fully in economic terms in the society in which he or she lives.
43. **Poverty line** – is defined in terms of the least-cost consumption basket of food that provides 2,016 calories and 50 grams of protein per day and non-food items consumed by families in the lowest quintile of the population.
44. **Prostitution** – refers to any act, transaction, scheme, or design involving the use of a person by another, for sexual intercourse or lascivious conduct in exchange for money, profit, or any other consideration.
45. **Public ridicule –** shall be defined as an act of making fun or contemptuous imitating or making a mockery of persons with a disability whether in writing, or words, or action due to their impairment/s.
46. **Rape** – as per RA 8353 rape is committed by a man who shall have canal knowledge of a woman under any of the following circumstances through force, threat, or intimidation, when the offended party is deprived of reason or otherwise unconscious through fraudulent machination or grave abuse of authority; and when the offended party is under twelve (12) years of age or is demented, even though none of the circumstances mentioned above be present.
47. **Reproductive Health –** is a state of complete physical, mental and social well- being and not merely the absence of disease and infirmity, in all matters relating to the reproductive system and to its function and process. It constitutes 10 elements namely:
48. **Maternal and Child Health and Nutrition**
    a. Family Planning
    b. Prevention and Treatment of Reproductive Tract Infection (RT) including STD, HIV and AIDS
    c. Prevention and Management of Abortion Complication
    d. Education and Counseling on Sexuality and Sexual Health
    e. Breast and Reproductive Tract Cancers and other Gynecological Situation
    f. Prevention and Treatment of Infertility and Sexual Disorders
    g. Men's Reproductive Health
    h. Adolescent Reproductive Health
49. **Solo Parent** – any individual who falls under any of the following categories:
    1. A woman who gives birth as a result of rape and other crimes against chastity even without a final conviction of the offender. Provided, That the mother keeps and raises the child;
    2. Parent left solo or alone with the responsibility of parenthood due to death of spouse;

3. Parent left solo or alone with the responsibility of parenthood while the spouse is detained or is serving sentence for a criminal conviction for at least one (1) year,
4. Parent left solo or alone with the responsibility of parenthood due to physical and/or mental incapacity of spouse as certified by a public medical practitioner;
5. Parent left solo or alone with the responsibility of parenthood due to legal separation or de facto separation from spouse for at least one (1) year, as long as he/she is entrusted with the custody of the children;
6. Parent left solo or alone with the responsibility of parenthood due to declaration of nullity or annulment of marriage as decreed by a court or by a church as long as he/she is entrusted with the custody of the children;
7. Parent left solo or alone with the responsibility of parenthood due to abandonment of spouse for at least one (1) year;
8. Unmarried mother/father who has preferred to keep and rear her/his child/children instead of having others care for them or give them up to a welfare institution;
9. Any other person who solely provides parental care and support to a child or children;
10. Any family member who assumes the responsibility of head of family as a result of the death, abandonment, disappearance or prolonged absence of the parents or solo parent.

50. **Sex** – is the bio-physical condition of an individual which fails in either of the two main categories (male and female) into which humans and many other living things are divided based on their reproductive functions:
51. **Sexual Orientation** – is defined as an often-enduring pattern of emotional, romantic, and/or sexual attractions of men to women or women to men (heterosexual), of women to women or men to men (homosexual), or by men or women to both sexes (bisexual). It also refers to an individual's sense of personal and social identity based on those attractions, related behaviors, and membership in a community of others who share those attractions and behaviors;
52. **Sexual Exploitation** refers to participation by a person in prostitution, pornography or the production of tomography, in exchange for money, profit or any other consideration or where the participation is caused or facilitated by any means of intimidation or threat, use of force, or other forms of coercion, abduction, fraud, deception, debt bondage, abuse of power or position or legal process, taking advantage of the vulnerability of the person, or giving or receiving of payments or benefits to achieve the consent of a person having control over another person; or in sexual intercourse or lascivious conduct caused or facilitated by any means as provided in this Act,
53. **Social Protection** refers to policies and programs that seek to reduce poverty and vulnerability to risks and enhance the social status and rights of all women, especially the marginalized by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people's capacity to manage risk. Its components are labor market programs, social insurance, social welfare, and social safety nets;
54. **Substantive Equality** – refers to the full and equal enjoyment of rights and freedoms contemplated under this Act. It encompasses de jure and de facto equality and also equality in outcomes;

55. **Executive Committee** – a composition of the GFPS which facilitates the implementation of gender-mainstreaming efforts of the LGU through the GAD Planning and Budgeting process, formulate LGU GAD Plan, assists in capacity development, lead the conduct of advocacy activity, monitor and implement GAD related programs, and provide regular updates and recommendations to the Chairperson of the Executive Committee of the GFPS.
56. **Teenage pregnancy** – is defined as a teenage girl, usually within the ages of 13- 19, becoming pregnant. The term in everyday speech usually refers to girls who have not reached legal adulthood, which varies across the world, who become pregnant;
57. **Violence Against Women** – refers to any act of gender-based violence that results in or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life. It shall be understood to encompass, but not limited to, the following:
    a. Physical, sexual, psychological, and economic violence occurring in the family including battering, sexual abuse of female children in the household, dowry- related violence, marital rape, and other traditional practices harmful to women, non-spousal violence, and violence related to exploitation;
    b. Physical, sexual, and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment, and intimidation at work, in educational institutions and elsewhere, trafficking in women, and prostitution; and
    c. Physical, sexual, and psychological violence perpetrated or condoned by the State, wherever it occurs. It also includes acts of violence against women as defined in Republic Acts No. 9208 and 9262.
58. **Vilification** shall be defined as the utterance of slanderous and abusive statements against a person with a disability, and/or activity in public which incites hatred towards, serious contempt for, or severe ridicule of persons with disability.
59. **Vulnerability** – as defined by the World Health Organization is the degree to which a population, individual, or organization is unable to anticipate, cope with, resist, and recover from the impacts of disasters. In the context of gender and development, it pertains to children, pregnant women, indigenous people, elderly people, malnourished people, and people who are ill or immune compromised are particularly vulnerable when a disaster strikes and take a relatively high share of the disease burden associated with emergencies.
60. **Women Empowerment** – refers to the provision, availability, and accessibility of opportunities, services, and observance of human rights which enable women to actively participate and contribute to the political, economic, social, and cultural development of the nation as well as those which shall provide them equal access to ownership, management, and control of production, and of material and informational resources and benefits in the family, community, and society.
61. **Women in Especially Difficult Circumstances** – shall refer to victims and survivors of sexual and physical abuse, illegal recruitment, prostitution, trafficking. armed conflict, women in detention, victims and survivors of rape and incest, and such other related circumstances which have incapacitated them functionally. Working children- refer to domestic workers who are fifteen (15) years old and above but below eighteen (18) years old.

ARTICLE II
GENDER AND DEVELOPMENT PROGRAM

SECTION 6. INTEGRATED GENDER AND DEVELOPMENT PROGRAM. The responsibilities of the Municipality of Carrascal in integrating Gender and Development (GAD) in local governance are outlined as follows:

a. The Local Government (LGU) of the Municipality of Carrascal shall ensure the integration of Gender and Development (GAD) in the local planning and budgeting system through the formulation of GAD plans as stipulated in PCW- DILG-DBM-NEDA Joint Memorandum Circular No. 2013-01 "Guidelines for Integrating Gender and Development (GAD) in the Local Planning System through the Formulation of GAD Plans".
b. The LGU of Carrascal shall adopt the "Guidelines on the Localization of the Magna Carta of Women" as provided for in the JMC NO. 2013-01in mainstreaming GAD perspectives in local planning, programming and budgeting, project development, implementation, monitoring and evaluation pursuant to RA 9710 or the Magna Carta of Women.
c. The LGU of Carrascal shall ensure that the Philippine Plan for Gender and Responsive Development (PDGD) which was adopted through Executive Order 273 is implemented for women in relation to the services stipulated is Republic Act 7160 of the Local Government Code of 1991, particularly Sections 16 and 17 and other related provisions.
d. The LGU of Carrascal shall ensure that all barangays under its jurisdiction shall prepare a GAD plan addressing gender issues of their locality following Sections 16 and 17 of the Local Government Code of 1991 and other related provisions.
e. The LGU of Carrascal shall integrate gender concerns in the formulation of the Comprehensive Development Plan (CDP). Comprehensive Land Use Plan (CLUP) and Annual Investment Plan (AIP).
f. The formulation of the GAD plan shall follow the regular planning and budget calendar and shall anchor on the existing CDP, CLUP and AIP;
g. It is the responsibility of the Municipal Planning Development Coordinator to ensure that GAD PPA'S are integrated in the local planning process.
h. The LGU of Carrascal shall ensure active participation of local committees/councils in partnership with NGAS, academe, private sector, civil society organizations (CSOs), Peoples Organizations (POs) particularly representative from the women sector- the Local Council of Women for effective gender mainstreaming.

SECTION 7. THE MUNICIPAL GAD FOCAL POINT SYSTEM (MGFPS). The Municipal Government of Carrascal, Surigao del Sur shall strengthen its GFPS to catalyze and accelerate gender mainstreaming in the municipality as declared in the Magna Carta of Women and specified in PCW Memorandum Circular No. 2011-01. As per general guideline, the following shall be observed:

a. The existing MGFPS shall be strengthened based on the provisions of RA 9710, its IRR and Memorandum Circular and shall be assessed regularly as to its functionality.
b. The tasks and functions of the members of the MGFPS shall form part of their regular key result areas and work plans and shall be given due consideration during performance evaluation;

c. The MGFPS shall develop GAD capacity development programs that support continuing gender education, updating and enhancing skills customized according to the functions of the MGFPS, to be integrated into the regular Human Resource Development Plan. These capacity development programs may include gender sensitivity, gender analysis, gender-responsive planning and budgeting, use of GAD tools in planning, monitoring and evaluation and reporting, among others;
d. The MGFPS-TWG shall conduct periodic monitoring and evaluation of their performance and shall undertake measures to address possible issues hindering the performance of their functions following the MCW and other GAD-related laws, policies, and plans; and
e. Funds shall be allocated for programs, activities, and projects to support the organization, management, and operations of the GFPS, to be charged to the Municipality's GAD budget.
f. The MGFPS shall ensure that the GAD Corner or link in the official website is set-up with updated materials and information; as well as the timely posting of GAD AR and gender mainstreaming progress report in strategic/conspicuous places.

SECTION 8. The GAD Focal Point System (GPFS) is hereby established in the Municipality of Carrascal to be composed as follows:

CHAIR	:	Municipal Mayor
ALTERNATE CHAIR	:	Municipal Social Welfare and Development Office
MEMBERS	:	SB Chair, Committee Women, Children and Family
		SB Chair, Committee on Appropriations
		ALL DEPARTMENT HEADS
		PESO
		President, Liga ng mga Barangay
		Federation President, Sangguniang Kabataan
		President, Local Council of Women
		President, Association of Women with Disabilities
		Representatives from the following groups:
		District supervisors, Dep-ed
		PNP's Women's Desk Representative
		Representative from the academe
		Representative from the private sectors

SECTION 9. THE GAD FOCAL POINT SYSTEM (GPFS)

Lead in the mainstreaming of GAD perspective in LGU policies, plans and programs. In the process, they shall ensure assessment of the gender- responsiveness of systems, structures, policies, programs, processes and procedures of the LGU based on the priority needs and concerns of constituencies and employees, and then formulation of recommendations including their implementation:

1. Assist in the formulation of new policies such as the GAD Code in advancing women's empowerment and gender quality.
2. Lead in setting up appropriate systems and mechanisms to ensure the generation, processing, review and updating of sex-disaggregated data of GAD data-base to serve as basis in performance-based and gender-responsive planning and budgeting:
3. Coordinate efforts of different divisions. Offices and units of the LGU and advocate for the integration of GAD perspectives in all their systems and processes;
4. Spearhead the preparation of the annual and performance-based LGU GAD PLAN and BUDGET (GPB) in response to the gender and or concerns of their locality and in the context of the LGU mandate; and consolidate the same following the form and procedures prescribed in the Joint Memorandum Circular (JMC). The GFPS shall likewise be responsible for submitting the consolidated GPBS of the LGU;
5. Lead in monitoring the effective implementation of the annual GPB, GAD Code, other GAD-related policies and plans;
6. Concerned agencies or organizations working on women's rights and gender and development to harmonize and synchronize GAD efforts at various levels of local governance;
7. Lead the preparation of the annual LGU GAD Accomplishment Report (GAD AR) and other GAD reports that may be required under the MCW and the JMC;
8. Promote and actively pursue the participation of women and gender advocates, other civil society groups and private organizations in the various stages of development planning cycle; giving attention to the marginalized sectors; and
9. Ensure that all personnel of the LGU including the finance officers (e.g) accountants and budget officers) are capacitated on GAD. Along this line GFPS will recommend and plan an appropriate capacity development program on GAD for its employees as part of and implemented under its regular human resource development program.

SECTION 10. ROLES AND RESPONSIBILITIES. The following concerned officials, committees, and personnel shall perform their respective roles and responsibilities to ensure the effective implementation of Gender and Development (GAD) policies, programs, activities, and projects and the integration of gender perspectives in the agency's plans, programs, and operations.

The GFPS Chairperson or Head of Agency shall:

1. Issue policies or other directives that support GAD mainstreaming in the policies, plans, programs, projects and activities, budget, systems and procedures of the agency including the creation, strengthening, modification or reconstitution of the GFPS; and

2. Approve the GAD Plan, Program and Budget of the agency as duly endorsed by the Executive Committee, with the assistance of the Technical Working Group, and ensure its implementation.

The Executive Committee shall:

1. Provide direction and give policy advice to the Agency Head to support and strengthen the GFPS and agency's GAD mainstreaming activities;
2. Direct the identification of GAD strategies, programs, activities and projects based on the results of the gender audit, gender analysis and according to the identified priorities of the agency in response to the gender issues faced by its clients and employees;
3. Ensure the timely submission of the agency GAD Plan and Budget, Accomplishment Report and other GAD-related reports to the PCW and to DBM;
4. Ensure the effective and efficient implementation of the agency GAD programs, activities and projects and the judicious utilization of the GAD Budget;
5. Build and strengthen the partnership of the agency with PCW, GAD experts, advocates, women's groups and other stakeholders in pursuit of gender mainstreaming;
6. Recommend approval of agency GAD Plans and Budgets and GAD ARs; and
7. Recommend awards or recognition to outstanding institutional GAD programs, activities and projects and /or GAD FP members.

The Technical Working Group (TWG) or Secretariat shall:

1. Facilitate the implementation of the gender mainstreaming efforts of the agency through the GAD planning and budgeting process;
2. Formulate agency GAD Plans, Programs and Budget in response to the gender gaps and issues faced by their clients and constituencies, women and men employees, following the conduct of a gender audit, gender analysis, and/or review of sex disaggregated data;
3. Assist in the capacity development of and provide technical assistance to the agency, and as needed, to officers in the other offices or units. In this regard, the TWG shall work with the human resource development office on the development and implementation of an appropriate capacity development program on gender equality and women's empowerment for its employees, and as requested or deemed necessary, for other offices under the Department or Agency, as the case may be;
4. Coordinate with the various units of the agency including its regional and attached agencies and ensure their meaningful participation in GAD strategic and annual planning exercises. The TWG of the GFPS of the central agency shall coordinate with the GFPS of its attached agencies, bureaus and regional offices especially on the preparation, consolidation and submission of GAD Plans and Budgets;
5. Lead the conduct of advocacy activities and the development of IEC materials to ensure critical support of agency officials, staff and relevant stakeholders to the activities of the GAD Focal Point System and GAD mainstreaming activities;
6. Monitor the implementation of GAD-related programs, activities and projects in their respective offices and suggest corrective measures to improve implementation of GAD PAPs and GFPS activities;
7. Prepare and consolidate agency GAD accomplishment reports; and

8. Provide regular updates and recommendations to the head of agency or *ExeComm* on the activities of the GFPS and the progress of agency GAD mainstreaming activities based on the feedback and reports of the various units of the agency.

SECTION 10. THE GENDER AND DEVELOPMENT MONITORING AND EVALUATION COMMITTEE. That which also serves as Monitoring and Evaluation (M&E) Team is hereby established in the Municipality of Carrascal to be composed as follows:

CHAIR	:	Municipal Planning and Development Coordinator
MEMBERS	:	Municipal Social Welfare and Development Officer
		Human Resource and Management Officer
		Municipal Health Officer
		Carrascal Primary Health Care Facility
		Municipal Agriculture Officer
		Representative from the academe
		Representative from the civic sectors
		President, Local Council of Women
		Secretariat: MSWD, MPDC

SECTION 11. THE GENDER AND DEVELOPMENT EXECUTIVE COMMITTEE (EXECOMM) shall have the following functions:

1. Facilitate the Gender mainstreaming efforts of the LGU through GAD Planning;Formulate the LGU GPB in response to the gender gaps and issues faced by their constituents including their women and men employees;
2. Assist in the capacity and competency development of and provide technical assistance to the officers or units of the LGU. In this regard the TWG shall work with the HRMO in the implementation of capacity-building activities;
3. Coordinate with the various units/offices of the LGU and ensure their meaningful participation in annual planning exercises on GAD including the preparation, consolidation and submission of GFPS;
4. Lead the conduct of advocacy activities and the development of information education and communication (IEC);
5. Prepare and consolidate LGU GAD ARS and GAD-related reports;
6. Monitor and evaluate the utilization and outcome of GAD budget in terms of its success in influencing the gender-responsive implementation of PPAs: h.
7. Monitor the implementation of GAD-related PPAs and suggest corrective measures to improve their implementation;
8. Provide regular updates and recommendations to the LCE of GFPS Execom regarding GFPS activities and the progress of the LGU in mainstreaming based on the feedback and reports of concerned LGU offices/units, stakeholders and constituents;

9. Adopt and employ the GAD monitoring indicators and evaluations checklist stated in the Harmonized Gender and Development Guidelines (HGDG). Likewise, the Municipal and Barangay government shall use the GerRL tool in its periodic assessment;
10. Conduct a 3-year end term evaluation to determine the impact of PPAs in gaps on gender equality and women empowerment; and
11. The GFPS Secretariat shall assist the GFPS Execom and TWG in the performance of their roles and responsibilities especially on the provision of administrative and logistical services, preparation of meeting agenda and documentation of GFPS meeting and related GAD activities.

SECTION 12. BARANGAY GENDER AND DEVELOPMENT FOCAL POINT SYSTEM (BGFPS). All barangays in the Municipality of Carrascal shall promote a gender- responsive local governance providing basic services for men and women, establishing enabling structures and mechanisms, through its policies and building capacities to address gender-issues and concerns. Every barangay shall fully recognize the participation and potential of community-based organizations of women as partners in socio-economic development.

SECTION 13. There is hereby created in every barangay of this municipality a Barangay Gender and Development (GAD) Focal Point System or Committee to be composed as follows:

CHAIR	:	Punong Barangay
CO-CHAIR	:	Chairman, Committee on Women and Family
MEMBERS	:	Chairman, Committee on Appropriation
		Brgy Health Worker
		Brgy. Nutrition Scholar
		Day Care Worker
		Brgy. Treasurer
		SK Chairperson
		VAWC Desk Officer
		Lupong Tagapamaya member
		Tanod Executive Officer
		Representative from Women's Organization existing in the barangay level
		Secretariat Support-Barangay Secretary

SECTION 14. The Barangay Gender and Development (GAD) Focal Point System or Committee shall have the following functions:

1. Establish Barangay GAD data bank on sex-disaggregated data to be used in gender analysis. This will enable them to identify gender issues and concerns in the barangay as basis in the formulation of Barangay GAD plan and budget;
2. Formulate plans, programs and activities that are gender-responsive;
3. Prepare Barangay GAD budget and recommend appropriations to the Sangguniang Barangay:
4. Establish linkages with the MGFPS and concerned government agencies and institutions;
5. Perform such other functions as provided by GAD-related laws.

SECTION 15. BARANGAY GAD PLAN AND BUDGET. Every barangay shall prepare a GAD Plan addressing the gender issues of the community following Section 16 and 17 of the Local Government Code of 1991 and other related provisions. Every barangay shall allocate at least five percent (5%) of its annual appropriations for GAD- related projects identified under the annual GAD Plan recommended by the BGFPS.

The Barangay GAD Plan shall be reviewed by the MPDC to ensure its alignment to the Municipal thrusts and priorities and who shall submit said plan with certificate of review to the DILG for final review and endorsement. The DILG- endorsed approved Barangay GAD Plan shall be returned to the Barangay for incorporation in their annual budgets to be enacted by the Sangguniang Bayan.

SECTION 16. SEX-DISAGGREGATED DATABASE SYSTEM. The Municipal Government of Carrascal, Surigao del Sur shall enhance its database system on sex-disaggregated data (males and females) to identify gender disparities and understand the situations of men and women in the municipality and to develop better policies and programs. Gender analysis shall be done regularly as part of the GAD annual planning and budgeting process particularly along education, labor and employment, Agri-related programs, housing including disaster-related interventions.

SECTION 17. DATABASE SYSTEM ON POOR FAMILIES. The Municipal Government of Carrascal, Surigao del Sur shall identify poor families particularly the poor and unemployed women and shall embark on poverty alleviation programs that will target them as beneficiaries such as sustainable livelihood programs and micro-enterprise for them to improve their living condition.

SECTION 18. POVERTY ALLEVIATION PROGRAM. The Municipal Government of Carrascal, Surigao del Sur shall embark on programs to free the people from poverty, provide adequate social services and promote full employment as declared in Article 2 Section 9 of the Philippine Constitution. Marginalized women who are unemployed or underemployed need opportunities for open or self-employment to enable them augment family income. Toward this end, the municipality shall invest in sustainable livelihood programs, health, and education/training programs for poor households.

SECTION 19. SUFFICIENT BUDGET FOR BASIC SOCIAL SERVICES. An amount necessary to underwrite basic social services for women and children in extremely difficult circumstances shall be allocated from any available source of funds.

SECTION 20. SOCIALIZED HOUSING. The Municipal Government of Carrascal, Surigao del Sur in partnership with concerned national agencies (NHA etc.) and NGOs shall endeavor to establish and implement housing programs for marginalized women and men that are localized, simple, and accessible, with potable water, and electricity, secure, with viable employment opportunities and affordable amortization. This is in line with women's right to housing giving priority to the marginalized and female-headed solo parents.

SECTION 21. PROGRAMS FOR SMALL FARMERS AND RURAL WORKERS. The Municipal Government of Carrascal, Surigao del Sur fully supports the active participation of both men and women small farmers and rural workers in the following agri-related programs:

1. Access to Science and Women-Friendly Farming Technology Education. The Municipal Government of Carrascal shall work in collaboration with other related line agencies and the private sector/NGOs to ensure access to updated and women-friendly farming technology to address women under participation in the economic activities of their respective barangays.
2. Promotion of Alternative Technology/Organic Farming. The Municipal government shall actively promote alternative technology that is appropriate and safe for everybody's well-being.
3. Contribution of Women in Food Security – In line with the Magna Carta of Women-IRR Chapter V Sec. 20, the Municipality of Carrascal, Surigao del Sur recognizes the contribution of women to food production and shall ensure its sustainability and sufficiency with the active participation of women. Toward this end, the Municipality shall support women's rights to land, credit, and infrastructure support, technical training, and technological and marketing assistance. Access to small farmer-based and controlled seeds production and distribution shall be protected; and equal rights shall be given to women to be members of farmers' organizations to ensure wider access to and control of the means of production.
4. Social Forestry Projects. The Municipal Government in coordination with concerned government agencies shall give women priority consideration in its social forestry projects undertaken within its territorial jurisdiction.
5. Access to Market. The Municipal Government in coordination with concerned government agencies shall promote economic opportunities for the rural women farmers, particularly access to market for their produce.

SECTION 22. GENDER-SENSITIVE ENVIRONMENT MANAGEMENT. The Municipal Government of Carrascal shall support the participation of both women and men in the Municipality's Environmental Program planning, implementation, and evaluation:

1. **Community-Based Environment Plans and Programs.** Both men and women shall participate in pollution control and zero-waste technology development.
2. **Role of Women in Environment Impact Assessment Project.** The Municipal Government of Carrascal shall promote the active role of women in environmental impact assessment projects.

SECTION 23. GENDER-SENSITIVE DISASTER RISK MANAGEMENT. The Municipal Government of Carrascal shall ensure the protection of all families and individuals particularly the vulnerable groups in times of disaster with the involvement of both men and women in all phases from mitigation, preparedness, response, and recovery efforts:

1. Administration of Family Access Card to identified families at risk to disaster as part of disaster data bank of the MSWD and reference for disaster response planning:
2. Maintain updated sex-disaggregated data and statistics especially on vulnerable groups (women, children, elderly, persons with disabilities and others) for profiling of threatened population as basis in contingency planning:
3. Ensure that the minimum standards in disaster response as set forth in the Humanitarian Charter, including people's need for water, sanitation, nutrition, food, shelter, clothing, health care and others are met;
4. Setting up of women and child-friendly spaces in evacuation centers for the conduct of various IEC and other learning activities while inside evacuation centers;
5. Ensure that psycho-social and stress debriefing interventions especially for women, children and the elderly are carried out by women providers to better situate the intervention:
6. Involvement of women in vulnerability and damage assessment to ensure that women, children's and other vulnerable group situation are well taken into account and their need are addressed;
7. Involvement of women in the rehabilitation projects such as Food-for-Work and Cash-for-Work schemes that provide them with job and income opportunities which could ensure household food security. Likewise, participation of women farmers in agri-related rehabilitation programs.

SECTION 24. GENDER-SENSITIVE AND GENDER-RESPONSIVE SOCIAL INFRASTRUCTURE FACILITIES. The Municipal Government of Carrascal shall ensure the availability of infrastructure facilities that are responsive to the peculiar needs of men and women, children and other vulnerable sectors:

1. Facilities for Men, Women, and PWDs. All LGU offices, health facilities and Barangay Halls shall establish separate toilet rooms and lavatories for men and women and persons with disabilities. Also, women shall be provided with proper seats and permit them to use such seats when they are free from work and during working hours, provided they can perform their duties in this position without detriment to efficiency according to Article 132, Article III, Chapter I of the Philippine Labor Code.
2. Gender-Sensitive Physical Plan. A physical plan appropriate for gender sensitive environment shall be adopted by all offices which will help prevent sexual harassment, sexual abuse and other forms of maltreatment in the work place, and that facilitate mobility and accessibility of women, children, elderly and persons with disabilities.
3. Barrier-Free Environment. The Municipal Government of Carrascal shall allocate funds for the provision of architectural or structural features for persons with disabilities in government buildings and facilities in the municipality as declared in Batas Pambansa Blg 334 otherwise known as the accessibility law.
4. Facilities and Support System to Employees. The Municipal Government of Carrascal shall ensure the safety and health of women in the LGU and shall establish:

    a. Separate toilet rooms and lavatories for men and women;
    b. Breastfeeding/dressing room for women;
    c. Early childhood care child-minding Center/Child Development Center for working mothers while on their respective jobs (as necessary).

5. Adequate Lighting in streets and Public Places. The Municipal Government of Carrascal shall maintain adequate lighting in streets, public market, plazuela, parks, public buildings and other similar facilities as deterrent to crimes against women and children.
6. Existence of Multi-purpose Hall in barangays. The Municipality of Carrascal, Surigao del Sur shall encourage all barangays to put up or designate a place for the holding of meetings and other learning and developmental activities for out-of-school youth, women, senior citizens, minors and PWDs.

SECTION 25. PARTNERSHIP WITH THE ACADEME. The Municipal Government of Carrascal shall establish partnership and linkage with colleges and state universities and other educational institutions in the conduct of advocacy activities, capability building programs, and research and development to improve the quality of programs and services of the Municipality in line with its Gender and Development mainstreaming efforts.

SECTION 26. SUPPORT TO GENDER STUDIES. A sufficient amount shall be allotted to gender-related documentation and researchers, which shall form part of the database program of this municipality.

SECTION 27. GENDER SENSITIVITY TRAINING. All schools, establishments and offices in the Local Government of Carrascal, Surigao del Sur including the Barangay officials, Lupong Tagapamayapa and Barangay Tanods shall be provided with gender sensitivity training which shall equip them with theoretical and practical knowledge on gender and development and gender issues and concerns.

SECTION 28. USE OF GENDER-FAIR LANGUAGE. Pursuant to CSC Memorandum Circular No. 12 series of 2015, the Municipal Government of Carrascal shall observe the use of non-sexist language in preparing letters, memoranda, and other issuances which manifest its conscious effort to avoid implicit and explicit discriminatory language against women or men. This will also help promote gender sensitivity in the LGU.

SECTION 29. POPULARIZATION OF GENDER-FAIR MATERIALS. There shall be an active promotion and publication of gender-fair materials in popular forms in the Municipality of Carrascal, Surigao del Sur.

SECTION 30. USE OF HARMONIZED GENDER AND DEVELOPMENT GUIDELINES (HGDG) TOOLS. To achieve gender equality and empowerment of women, through projects and programs, all LGU offices and agencies concerned shall utilize HGDG Tools for integrating gender concerns in planning, implementing, and evaluating programs and projects.

ARTICLE III
HEALTH

SECTION 31. STATEMENT OF POLICY. The Municipal Government of Carrascal, Surigao del Sur shall protect and promote the right to health of the people and instill health consciousness among them. Towards this end, the municipality shall provide comprehensive basic health services to its constituents.

SECTION 32. GENDER FAIR HEALTH CARE DELIVERY SERVICE. The Municipality of Carrascal, Surigao del Sur shall ensure that health care services are not discriminating on account of gender, age, religion, cultural background, or political affiliation.

SECTION 33. PRIORITY AREAS ON HEALTH. The Municipal Government of Carrascal, Surigao del Sur shall continuously conduct, sustain, and monitor health programs mandated by the law within its jurisdiction. As such the following programs shall be given priority:

1. Maternal Health Programs- Prenatal Care, Postpartum Care, maternal Nutrition, Basic Emergency Obstetrical, and Newborn care;
2. Child Care Programs- Expanded Program on Immunization, Nutrition, Integrated Management on Childhood Illness, and Breastfeeding:
3. Non-communicable Disease Program- cancer, Diabetes, Hypertension, Cardiovascular Disease, Chronic Obstructive Pulmonary, Renal Diseases, Anti-smoking:
4. Infectious Diseases Program- Malaria, Dengue, Rabies, Tuberculosis, Leprosy, Emerging, and re-emerging diseases, HIV/AIDS, etc.;
5. Family Planning Program;
6. Adolescent Youth and Health Programs;
7. Voluntary Blood Donation Program;
8. Dental Health Program;
9. Health and Emergency Management Program;
10. Health Promotions Program; and
11. Environmental Health Programs and Neglected Tropical Disease Program; these include Dengue Prevention and Control Program.

SECTION 34. WOMEN'S RIGHT TO HEALTH. In line with the provisions of Section 17 of RA 9710, the Municipality of Carrascal, Surigao del Sur is committed to provide the following:

- Comprehensive Health Services-It shall provide for a comprehensive, culture sensitive, and gender-responsive health services and programs covering all stages of a woman's life cycle and which addresses the major causes of women's mortality and morbidity: Provided that, in the provision for comprehensive health services, due respect shall be accorded to women's religious convictions, the rights of the spouses to found a family in accordance with their religious convictions, and the demands of responsible parenthood, and the right of women to protection from hazardous drugs, devices, interventions, and substances as declared by the Magna Carta of Women. Access to the following services shall be ensured:

    i. Maternal care
    ii. Promotion of breastfeeding:
    iii. Responsible, ethical, legal, safe, and effective methods of family planning:
    iv. iv. Family and State collaboration in youth sexuality education and health services without prejudice to the primary right and duty of parents to educate their children;
    v. Prevention and treatment of reproductive tract infections, including sexually transmitted diseases, HIV, and AIDS;

vi. Prevention of reproductive tract cancers like breast and cervical cancers, and other gynecological conditions and disorders;
vii. Prevention of abortion complications;
viii. In cases of violence against women and children, women and children's victims and survivors shall be provided with comprehensive health services that include psychosocial, therapeutic, medical, and legal interventions and assistance towards healing, recovery, and empowerment,
ix. Prevention of infertility and sexual dysfunction pursuant to ethical norms and medicals standards;
x. Care of the elderly women beyond their child-bearing years; and
xi. IEC and initial intervention on mental health problems of woman and girls.

In addition, healthy lifestyle activities are encouraged and promoted through programs and projects as strategies in the prevention of diseases.

- Comprehensive Health Information and Education. The Municipality shall provide women in all sectors with appropriate, timely, complete, and accurate information and education of all the above-stated aspects of women's health in government education and training programs with due regard to the following:

i. The natural and primary right and duty of parents in the rearing of the youth and the development of moral character and the right of children to be brought up in an atmosphere of morality and rectitude for the enrichment and strengthening of character,
ii. The formation of a person's sexuality that affirms human dignity, and
iii. Ethical, legal, safe, and effective family planning methods including fertility awareness.

SECTION 35. MATERNAL AND CHILD HEALTH. The Municipal Government of Carrascal, Surigao del Sur shall formulate and undertake maternal and child health care program that will provide protection for pregnant/lactating mothers and their children. Such program shall include the following:

- ***Maternal Health Care***
  - ***a.*** All deliveries shall be attended by trained personnel;
  - ***b.*** All pregnant women get at least four (4) complete pre-natal check-ups;
  - ***c.*** All mothers are fully immunized against tetanus;
  - ***d.*** All pregnant/lactating mothers are given sufficient dose of vitamins A and iron; and
  - ***e.*** All pregnant women who are at risk get emergency obstetrical care.

3. ***Child Health care***
   - ***a.*** All newborn infants in this municipality shall be afforded the opportunity to undergo newborn screening for the early detection and early intervention for the prevention of disabilities.
   - ***b.*** All infants/children shall be fully immunized; and
   - ***c.*** All infants/children are exclusively breastfed during the first 6 months from birth.

SECTION 36. NUTRITION PROGRAM. The Municipal Government of Carrascal shall sustain a growth and nutritional monitoring and the implementation of a comprehensive Nutrition Program that will address stunting and malnutrition. Some of the measures and projects that shall be undertaken are as follows:

1. **Promotion of Breastfeeding**. Pursuant to Executive Order No. 51, dated Oct. 10, 1986, or the "Milk Code of the Philippines and Republic Act No.10028 otherwise known as the "Expanded Breastfeeding Promotion Act", the Municipality of Carrascal through the MHOS shall promote breastfeeding of the newborn infants and shall create an environment where the basic physical, emotional and psychological needs of mothers and infants are fulfilled through the practice of breastfeeding and rooming-in policy. Breastfeeding shall be promoted as best food for infants as it contains complete nutrients, as natures' first immunization, enabling the infant to fight potential serious infection and it also contains growth factors that enhance the maturation of an infant's organ system.

2. **Support to the 1st 1000 DAYS Program**. The Municipality of Carrascal, Surigao del Sur, through the RHU's, hereby adopts Republic Act No. 11148, entitled *"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 Thereof and for Other Purposes"*, by investing on the health and nutrition of the mother and child during the 1st 1000 days between a woman pregnancy and her child's 2nd birthday. This is to ensure the best start of life of the child and the opportunity to reach their full potentials and women less likely to die at childbirth.

3. **Adoption of the Operation Timbang Plus.** The Municipality of Carrascal, Surigao del Sur shall maintain and strengthen the system, in partnership with NGOs, the centralized data or the OPT Plus of 0 to 59 months children including school-aged children (Kinder to Grade VI). Such application shall enable the Municipal Nutrition Committee to monitor children that suffer from malnutrition and stunting and come up with appropriate interventions to address such concerns.

4. **Complementary Feeding Program**. The Municipality of Carrascal, Surigao del Sur in coordination with the Department of Health and in partnership with Non-Governmental Organizations (NGOs) shall continue implementing the *"Garantisadong Pambata Program/Complementary Feeding Program"* which includes micro-nutrient supplementation and deworming, by providing funds for the purpose.

5. **Support to Supplemental Feeding Program.** The Municipality of Carrascal, Surigao del Sur implements Republic Act No. 11037 otherwise known as the *"Masustansyang Pagkain para sa Batang Pilipino Act"* by establishing and providing support for Supplemental Feeding Programs in schools, Day Care Centers and Supervised Neighbourhood Play Groups (SNPG).

6. **Establishment of the Early Warning System for Food and Nutrition Security (EWS-FNS).** The Municipality of Carrascal, Surigao del Sur shall adopt the EWS-FNS under the National Nutrition Council that promote and provide timely notice of impending acute food security crisis. It serves as monitoring system in providing local warnings for impending crisis related to food and nutrition security and helps prevent the further deterioration of the food and nutrition security.

7. **Adoption of the Asin Law.** The Municipality of Carrascal, Surigao del Sur hereby adopts the full implementation of Republic Act 8172 entitled "An Act Promoting Salt iodization Nationwide and for Related Purposes", otherwise known as "*ASIN Law*" which mandates the sole use of iodized salt for human and animal consumption for the purpose of eliminating iodine deficiency/ disorder through the cost-effective preventive measure of salt iodization.

The Municipality shall, through its Rural Health Units, conduct information campaign on the rationale and benefits in the use of iodized salt. The health officers and nutritionists/dietician, or in their absence their sanitary inspectors, shall check and monitor the quality of food-grade salt being sold in the market in order to ascertain that salt is properly iodized.

SECTION 37. FAMILY NUTRITION. The Municipal Government of Carrascal, Surigao del Sur shall assist, initiate, support, and provide for programs, projects and activities that promote or advocate proper family nutrition. It shall encourage and ensure the active participation of women in these programs. Taking cognizance of the severe consequences of micronutrient deficiency, strategies shall be adopted to address micronutrient malnutrition through investments which promote the quality of human development such as more food-based strategies, food fortification, and nutrition education. These shall also consist of promoting backyard and school gardens to increase household consumption of more highly nutritious foods.

SECTION 38. HEALTHY LIFESTYLE PROGRAM. One of the major thrusts of Carrascal on health is advocacy on healthy lifestyle to prevent non-communicable diseases like cardio-vascular diseases, cancer, diabetes and chronic respiratory disease which mostly affect women. In line with the DOH Healthy Lifestyle Program, the LGU, through the MHO, shall advocate the importance of physical activity, proper nutrition and prevention or cessation of smoking and alcohol consumption. This shall start as part of the early education of children in all Day Care Centers, during Parent Education/Parent effectiveness Sessions and in schools as per DepEd guidelines.

SECTION 39. ANTI-OBESITY CAMPAIGN. To address the growing concern on obesity particularly among women, the Municipality of Carrascal fully supports the Anti- Obesity Act of 2013 by undertaking program for the prevention and control of obesity through awareness campaign and other preventive measures, with the MHO as lead office in coordination with DepEd and other GOs and NGOs and by providing funds thereof.

SECTION 40. REPRODUCTIVE HEALTH CARE. The Municipal Government of Carrascal shall adopt the Reproductive Health Care approach at the levels of health care delivery. Such an approach shall integrate many issues such as sexuality. reproductive tract infection, and gender relations and shall not be limited to family planning and childbearing. It shall encourage and ensure the active participation of women, especially mothers and women of reproductive age in these programs.

SECTION 41. GENDER-FAIR APPROACH TO PRE-MARRIAGE COUNSELING PROGRAM. The Municipality of Carrascal shall strengthen the Pre-Marriage Counseling to would-be couples in order to promote gender equality and shared responsibility of husband and wife in the development of the family and the community.

SECTION 42. REPRODUCTIVE HEALTH SERVICES. In line with the related provisions in RA 9710 on Magna Carta of Women on Women's Right to Health and RA 10534 on the Responsible Parenthood and Reproductive Health Act of 2012, IRR Section-(m), the Municipal Government of Carrascal shall ensure that no government and private hospital or any medical facility operating within the territorial jurisdiction of the Municipality of Carrascal shall deny reproductive health services to any woman because of the latter's poverty.

In case of indigent patients admitted in private hospital, the MSWD social worker shall conduct an assessment of the family of patient for appropriate assistance of the LGU.

SECTION 43. BUDGET FOR WOMEN'S HEALTH. A substantial portion of the budget for health of the municipal government shall be allocated for women's health and services.

SECTION 44. WOMEN'S RIGHT OVER THEIR BODIES. Women's decision to prevent and control pregnancy without necessarily resulting in abortion shall be given appropriate support and guidance by all health, professionals, private and public at a very minimal cost.

SECTION 45. ACCESS TO SAFE WATER. The Municipal Government of Carrascal shall provide easy access to a safe water supply. Appropriate water systems shall be installed to ease men's and women's workload brought about by the lack of this facility.

SECTION 46. ELIMINATION OF TB. The Municipal Government of Carrascal shall support and expand efforts to eliminate tuberculosis as a public health problem by increasing investments for its prevention, treatment, and control, and adopting a multi-sectoral approach in responding to the disease as declared in RA 10767.

SECTION 47. MENTAL HEALTH PROGRAM. The Municipality of Carrascal hereby adopts Republic Act No. 11036 entitled "An Act Establishing a National Mental Health Policy for the Purpose of Enhancing the Delivery of Integrated Mental Health Services, Intensifying Information Education on Mental Health, Promoting and Protecting the Rights of Persons Utilizing Psychosocial Health Services, Appropriating Funds Therefor and Other Purposes" and undertake the role of the LGU stipulated under Section 37 of the said act. Applicable provisions to be undertaken by the Municipality are as follows:

1. Review, formulate, and develop the regulations and guidelines necessary to implement an effective mental health care and wellness policy within the territorial jurisdiction of the LGU, including the passage of a local ordinance, resolutions and executive orders on the subject of mental health, consistent with existing relevant national policies and guidelines;
2. Integrate mental health care services in the basic health care services, and ensure that mental health services are provided in primary health care facilities;
3. Establish training programs necessary to enhance the capacity of mental health care service providers at the LGU level, in coordination with appropriate national government agencies and other stakeholders;
4. Establish mental health care facilities necessary to adequately provide mental health services, within the territorial jurisdictions;
5. Refer service users to mental health facilities, professionals, workers, and other service providers for appropriate care;

6. Establish a multi-sectoral stakeholder network for the identification, management, and prevention of mental health conditions; and
7. Assist, initiate, support, and provide programs, projects and activities that promote mental health of women, youth and children and ensure that medical and psychological interventions are conducted sensitively, which consists of, but not limited to the following:

    - Local mental health policies that recognize and address the broader issues affecting the mental health of all sectors of society. These would include the social integration of severely marginalized sectors, such disaster victims, the socially alienated, the mentally disabled, the very old and infirm, abused children and women, and the poor;
    - Multi-sectoral action in mental health promotion, involving a number of government sectors such as health, employment, industry, education, environment, transport and social and community services as well as non-governmental or community-based organizations such as health support groups, churches, clubs and other bodies;
    - Initiate mental health promotion for children and adolescents through programs that enhance the quality of their relations with their parents, activities which are particularly meaningful for mothers living conditions of stress and social adversity.
    - Social emphasis should be given to those aspects of work places and the work process itself which promote mental health;
    - In the area of youth unemployment, mental health promotion strategies seek to improve employment opportunities, i.e. through programs to create jobs, provide vocational training, and social and job seeking skills; and
    - The Municipal Health Office shall conduct IEC on Mental Health in sessions with vulnerable groups in view of the emerging concern on mental health issues.

SECTION 48. HIV AND AIDS AWARENESS. The Municipal Government, shall assist, initiate, support, and provide programs, projects and activities that promote awareness about the acquired immune deficiency syndrome (AIDS) and the human immune-deficiency virus (HIV) and ensure access to medical, social and psychological support for persons with AIDS/HIV.

SECTION 49. PROTECTION AGAINST DRUG ABUSE. The Municipal and Barangay Governments of Carrascal Anti-Drug Abuse Council (M/BDAC) shall reactivate, strengthen and sustain protection against drug abuse and prevention of proliferation of illicit drugs.

There shall be established in every barangay a Community Drug watch which shall be in close coordination with the Barangay Anti-Drug Abuse Council (BADAC) and Community-based Women's Organization.

All Barangays shall intensify their information and education campaign and implement programs that will prevent drug abuse. It shall exercise utmost vigilance in the detection and monitoring of drug-related concerns, and to submit the required reports to appropriate authorities.

SECTION 50. DENGUE PREVENTION AND CONTROL PROGRAM. To properly address the growing concern on Dengue disease that commonly strikes people with low levels of immunity particularly children, the municipality shall encourage all barangay to adopt ordinances or pass resolution on this matter to fight-off dengue diseases. In pursuance thereof, the municipality observes the 4S strategy against dengue; Search and destroy, Self-protection measures, seek early consultation, and Say no to indiscriminate fogging.

SECTION 51. OCCUPATIONAL HEALTH AND SAFETY. The Municipal Government of Carrascal shall exercise its power to implement PD 856 otherwise known as Code of Sanitation of the Philippines to ensure the health and safety of the people within its jurisdiction. As such authority of the Health Officers under the Municipal Government shall administer health functions in areas under its jurisdiction and enforce the provisions on water supply, food establishment and market.

SECTION 52. IMPROVEMENT/UPGRADING OF HEALTH FACILITIES AND EQUIPMENTS. The Municipal Government of Carrascal shall continually undertake improvement and upgrading of health facilities and equipment to make it more gender-sensitive and gender-responsive to the emerging and growing health concerns of its constituents particularly women, elderly women and girl-children. It includes lying-in facilities, physical therapy clinic; and to make available gynecological equipment.

SECTION 53. TRAINING FOR HEALTH OFFICERS. There shall be allotted a budget for the training of Municipal Health Workers particularly in Gender Sensitivity, Proper Approach in Handling Victims of Gender-Based Violations, infant Care, Maternal Care, Nutrition and Mental health among others.

SECTION 54. MUNICIPAL HEALTH BOARD. The Municipal Health Board is hereby strengthened to perform its prescribed duties and functions.

SECTION 55. ADOPTION OF DOH ISSUED ADMINISTRATIVE ORDER NO. 2020-0015, ENTITLED "GUIDELINES ON THE RISK-BASED PUBLIC HEALTH STANDARDS FOR COVID- 19 MITIGATION". It enjoins the LGUs to develop and implement specific sectorial policies for COVID-19 response which aim to:

- increase Physical and Mental Resilience;
- reduce Transmission;
- reduce Contact; and
- reduce Duration of Infection.

The A.O. set guidelines on the Minimum Public Health Standards for COVID-19 mitigation and serves as guide in institutionalizing key Non-pharmaceutical Intervention and other mitigations in the *"new normal"*. Components of this policy in line with the standards stated in the DOH AO 2020- 0015 include:

- Promotion of Mental Health,
- Reduce exposure of vulnerable individuals (e.g., senior citizens, pregnant women, individuals with comorbidity) to prevent infection,
- Provide support for essential workers (ex. financial aid, lodging, transportation to and from the workplace, food, etc.)

- Provide support for vulnerable groups (ex. social amelioration programs, food assistance, etc.)
- Reduce use of and exposure of tobacco products (e.g., prohibit the use of tobacco products in public places, enclosed spaces including offices and must designate specific smoking areas)
- Promote Health-enhancing Physical Activities (e.g. conduct of regular exercise and physical activities in designated area to put marks for physical distancing, routine disinfection and sanitation and installation of handwashing stations,
- Practice personal hygiene and proper cough etiquette (e.g., handwashing with soap and water, sanitizing with hand disinfectants)
- Avoid spitting in public places
- Practice of environmental hygiene (e.g., routine disinfection in government, private offices and public establishments following prescribed protocols set by DOH),
- Practice of social distancing (at least 1 meter apart to side, front and back)
- Provision of modified work structures and schedules, and alternative work arrangements,
- Limit non-essential services,
- Restrictions on mass gatherings across different community quarantine classifications and not to exceed the indicated maximum number of individuals allowed in a given setting, and
- Detect and isolate symptomatic Individuals (at home or in designated community quarantine facilities.)

Budget for the implementation of the guideline shall be derived from the Calamity Fund, Economic Development Fund and integration in the regular programs on AICS and health programs of the LGU.

SECTION 56. in line with the Joint memorandum Circular No. 2000-01, dated July 15, 2020, entitled Ensuring Gender-Responsive Interventions to COVID-19 and the New Normal Including Ensuring Prompt, Effective and Survivor- Centered Response to all Forms of Gender-Based Violence, the LGU of Carrascal shall ensure the vulnerable group's access and availment of appropriate intervention and assistance in addressing the adverse effects of the pandemic and their other needs for their best interest and welfare.

ARTICLE IV
EDUCATION, TRAINING AND SPORTS

SECTION 57. STATEMENT OF POLICY. The Municipal Government of Carrascal shall endeavor to promote the rights of girl and boy children for quality education. It also seeks to improve access of women and girl-children to basic education, technology-based education, training programs and sports.

SECTION 58. SCHOLARSHIP AND EDUCATIONAL ASSISTANCE PROGRAM. The municipality has established a uniform educational assistance program to deserving and under-privileged students in both high school and college under Ordinance No. 497 s. 2017.Other poor students who did not qualify in the educational assistance program may be granted educational assistance under Assistance to Individuals in Crisis Situation.

This is to minimize school drop-outs and enable them to have the opportunity to improve their living condition. It shall not disqualify married women and mothers with infants and children.

SECTION 59. EQUAL ACCESS AND ELIMINATION OF DISCRIMINATION IN EDUCATION. The Municipal Government of Carrascal fully supports the provision of Section 13 of the IRR- MCW thus, it shall ensure that no school in the Municipality shall turn out or refuse admission of a female student solely on the account of her having contracted pregnancy outside of marriage during her term in school.

SECTION 60. PROMOTION OF GENDER-SENSITIVE COUNSELING AND CAREER PROGRAMS. Public and private schools, colleges and technical institutions within the municipality are encouraged to promote gender-sensitive counseling and career education programs for female and male students to pursue non-traditional professions and widen their career opportunities.

SECTION 61. ENROLMENT IN NON-TRADITIONAL SKILLS TRAINING. The Municipality of Carrascal shall provide opportunities to encourage enrollment of women in non-traditional skills training in vocational and tertiary level.

SECTION 62. WOMEN LITERACY AND ADULT EDUCATION. In cooperation with the Department of Education, non-formal education classes /Alternative learning System shall be held in identified schools in the municipality to facilitate working persons' and out-of-school youth access to education. Disadvantaged women desiring to engage in functional and practical education shall be enlisted in the adult education program which shall be set-up in the municipality.

SECTION 63. GENDER-SENSITIVE EDUCATION. – The Municipality of Carrascal through its MGFPS, in coordination with the respective school authorities, shall encourage raising of the level of awareness of teachers and members of the Parents, Guardians and Teachers Association (PGTA) within its jurisdiction about gender fairness and sensitivity, through the following activities to be undertaken by the DepEd:

a. Gender Sensitivity Orientation and Training shall be conducted to the members of the teachers and PGTA;
b. Integration of sex and gender education in the formal education system shall be encouraged with due consideration to the level of need and comprehension of the students, to enable them understand human sexuality as an intimate and personal matter and mold them in the context of Godly life;
c. Popularization in the schools within the jurisdiction of the municipality of the six core messages on gender-fair education developed by the Department of Education: shared parenting: shared home management; shared decision- making; equalized opportunities; equalized representation and enhanced participation of women in public affairs and business; and elimination of violence against women.

SECTION 64. CHILD-FRIENDLY SCHOOL. The Municipality of Carrascal shall encourage Child- Friendly schools to promote a sound psychosocial environment in the school to complement the life skills curriculum. It promotes active involvement and cooperation of students, avoids the use of physical punishment, and does not tolerate bullying. It is also a supportive and nurturing environment; providing education which responds to the reality of the children's lives. It helps to establish connections between school and family life, encourages creativity as well as academic abilities, and promotes the self-esteem and self-confidence of children.

SECTION 65. WOMEN IN SPORTS. As provided for in Section 14 of the IRR-MCW, the Municipality of Carrascal shall support in the development, establishment, and strengthening programs for the participation of women and girl-children in competitive and noncompetitive sports as a means to achieve excellence, promote physical and social well-being, eliminate gender-role stereotyping, and provide equal access to the full benefits of development for all persons regardless of sex, gender identity, and other similar factors.

Toward this end, the Municipality of Carrascal shall support all sports-related activities in schools and in the barangays by way of providing sports materials, funding support for training and attendance to sports competitions and scholarship grants/educational assistance to deserving athletes. The Municipality shall ensure that women and girl-children shall be provided equal opportunity to males and boy-children in participating sports programs.

The Municipality of Carrascal also provides cash incentive and scholarship grant to deserving athletes/winners of higher-level sports competition.

SECTION 66. SUPPORT FOR INDIGENOUS FORMS AND OTHER MEDIA AND INFORMATION COMMUNICATION TECHNOLOGY. Media advocacy on women's rights and gender- related concerns through indigenous forms and expressions as well as new technologies of communication shall be supported and encouraged.

ARTICLE V
LABOR, EMPLOYMENT AND ECONOMIC OPPORTUNITIES

SECTION 67. STATEMENT OF POLICY. In consonance with the state policy, in ensuring the full integration of women's concerns in the mainstream of development, as per IRR Magna Carta of Women, the Municipality shall provide ample opportunities to enhance and develop their skills, acquire productive employment and contribute to their families and communities to the fullest of their capabilities.

All departments implementing livelihood programs in the Municipal Government shall expand their socio-economic programs to include women especially in the marginalized sector, PWDs, elderly, solo-parents who comprise the "vulnerable groups as beneficiaries and implement programs and projects designed to further capacitate and empower them to access medium and large-scale economic opportunities in order to promote full employment of women and men particularly the solo parent women, the municipality shall continuously conduct the following programs and projects:

- Jobs Fair

- Local/Special Recruitment Activity
- Special Program for Employment of Students
- Work Appreciation Program:
- Pre-Employment Orientation/Seminar and Labor Education for Graduating Students;
- Career Coaching with Career Guidance Advocate;
- Anti-illegal Recruitment Trafficking in Person Seminar,
- Entrepreneurial Development Training:
- Sustainable Livelihood Program;
- Skills and Enhancement Training:
- DOLE Government Internship Program;
- Assistance to First Job-seekers.

SECTION 68. EQUAL ACCESS TO EMPLOYMENT AND TRAINING PROGRAM. No individual shall be denied employment opportunity on account of gender, age, ethnicity, creed, religion, and civil status, as prescribed in the Labor Code as amended by RA 6725. Likewise, no one shall be denied training and promotion in employment.

SECTION 69. TRAINING ON NON-TRADITIONAL OCCUPATION. Women shall be given opportunity to acquire training on non-traditional occupations such as those related to science and technology.

SECTION 70. ENTREPRENEURSHIP AND SMALL AND MEDIUM ENTERPRISES. The Municipal Government of Carrascal shall undertake initiatives to encourage women to actively engage in entrepreneurship and small and medium enterprises. Loans shall be extended to women engaged in small to medium-scale enterprise as well as to displaced industrial workers under the principle of self-reliance and hard work.

SECTION 71. EQUAL ACCESS TO LIVELIHOOD ASSISTANCE. All municipal departments and agencies engaged in socio-economic programs shall increase their capital assistance and or subsidy to women especially on land-based projects.

SECTION 72. EMPLOYMENT ASSISTANCE PROGRAM FOR STUDENTS. The Municipal Government in cooperation with the Department of Labor and Employment shall endeavor to assist poor students, the unemployed and underemployed in securing gainful employment thru the Special Program for the Employment of Students (SPES).

SECTION 73. BUILDING PARTNERSHIP WITH ORGANIZATIONS AND GROUPS THAT PROVIDE MICRO-FINANCE, RURAL ENTERPRISE DEVELOPMENT, AND INSTITUTION-BUILDING SERVICES. The Municipal Government of Carrascal shall build partnership with credit and financial institutions situated within the municipality such as but not limited to cooperatives, rural banks, establishments and non-government organizations to improve the quality, availability, and accessibility of financing to prospective women entrepreneurs and those already existing but considered as new enterprise.

SECTION 74. WOMAN AND CHILD LABOR. The Municipal Government of Carrascal shall assist the DOLE in monitoring the implementation of PD No. 148 otherwise known as the Women and Child Labor Law.

SECTION 75. MINIMUM EMPLOYABLE AGE. The Municipal Government shall monitor and ensure that no child below 15 years of age in the municipality shall be employed by any employer, except where the child works directly under the sole responsibility of his parent or guardian, involving activities which are not hazardous and which do not in any way interfere with his/her schooling. A clear guideline in determining child labor cases shall be sought from the DOLE and DSWD.

SECTION 76. AGE ELIGIBILITY FOR EMPLOYMENT. Any person between 15 and 18 years of age may be employed in any non-hazardous undertaking as determined by the Secretary of Labor. The employer shall not discriminate against any such person concerning terms and conditions of employment on account of his age.

SECTION 77. INVENTORY OF DOMESTIC WORKERS/HOUSEHOLD HELP. The Municipality of Carrascal in coordination with all barangays shall come up with an annual inventory of domestic workers/household help within the municipality. They shall monitor the implementation of RA 10361 otherwise known as the Domestic Workers Act or *Batas ng Kasambahay*. The municipal government shall provide appropriate assistance and other forms of support including referral services to concerned authorities to domestic workers/household help who are victims of abuse or maltreatment.

In appropriate cases, employers of domestic workers/household help within the municipality shall provide the latter with social security, Philippine Health insurance and other benefits provided for in RA 10361.

SECTION 78. WOMEN AND MIGRATION. In line with the provisions of R.A. No. 8042 or the Migrant Workers and Overseas Filipinos Act of 1995, the state shall provide protection to migrant workers, especially to women migrants as they constitute the more vulnerable sector among Overseas Filipino Workers (OFWs). Toward this end, the Municipal Government of Carrascal, in coordination with the Overseas Worker Welfare Administration (OWWA), shall undertake the following:

I. **Tracking System of the legitimacy of the recruitment agency/ employment.** The Municipal Government of Carrascal shall endeavor to develop a tracking and verification system of the veracity and legitimacy of employment and recruitment agencies, whether they are accredited by the Department of Labor and Employment (DOLE) through the Philippine Overseas Employment Administration (POEA). In so doing, the following shall be undertaken:

   1. Coordination with the Provincial Employment Assistance Office, POEA and OWWA must be established as a means to protect the Carrascal workers against illegal recruitment, abuse, and violence;
   2. All barangays in the Municipality shall submit data on domestic and international Filipino workers in their barangays, including their place of destination and employment and recruitment agency. This shall be submitted on a bi-annual basis to PESO and MSWDO;
   3. The PESO shall conduct PEOS to prospective workers, especially overseas workers and their families about the realities of overseas labor and employment conditions. Services of the POEA and migrant NGOs may be tapped for this purpose;

4. The PESO shall conduct Financial Literacy Program or Personal Finance Seminar for OFWs and their families to educate them on how to manage their finances.

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

1. Improve prospects for alternative employment and investments.
2. Capacity enhancement program for returning migrants or integrating skilled migrants to share their expertise to their constituents.

SECTION 79. HEALTHY AND GENDER FAIR WORK ENVIRONMENT. The Municipal Government shall ensure that the LGU's work place actualizes the principle of equality between women and men in all aspects of their employment.

SECTION 80. ORIENTATION ON GENDER SENSITIVITY AND SEXUAL HARASSMENT. All local government offices and schools operating in the municipality shall regularly conduct an orientation on gender sensitivity and sexual harassment to their respective personnel.

SECTION 81. WAGE AND BENEFITS. The Municipal Government of Carrascal shall assist the DOLE in monitoring the compliance of establishments in the payment of minimum wage as prescribed by the Regional Wage Board and the grant of all benefits to all employees such as maternity leave, paternity leave, sick and vacation leave, retirement termination and other benefits provided by law

SECTION 82. MATERNITY LEAVE BENEFITS. The Municipal Government of Carrascal shall ensure that all qualified female employees of the LGU shall exercise their rights for maternity leave, and the corresponding benefits they must receive as declared by the law. Under the amended Labor Code of the Philippines, they are entitled to one hundred and five (105) days leave benefits with pay.

SECTION 83. SPECIAL LEAVE BENEFIT. In consonance with the Magna Carta of Women, employees of the LGU who undergo surgery caused by gynecological disorders are entitled to two (2) months with full pay based on gross monthly compensation, provided that they have rendered continuous aggregate employment service of at least six (6) months for the last twelve (12) months [CSC, DOLE).

SECTION 84. SOCIAL SECURITY FOR WOMEN IN THE INFORMAL SECTOR. The Municipal Government shall support the availment to social protection programs of women working in the informal economy. These are women vendors, sewers, laundry workers, and related occupation. Organized household-based workers may avail of social security and employee's compensation and PhilHealth benefits upon proper documentation and registration with the Social Security System and PhilHealth, respectively. The PESO and the Municipal Social Welfare and Development Office shall conduct an inventory of all women involved in the informal sector for consultation and provision of appropriate support services for the sector.

SECTION 85. FACILITATING ENROLMENT TO THE PHILIPPINE HEALTH INSURANCE PROGRAM AND THE SOCIAL SECURITY SYSTEM. Recognizing the importance of social security/protection measures against life contingencies, the Municipal Government shall encourage all cooperatives and people's organizations to facilitate enrolment of their members to PhilHealth and Social Security System. Likewise, measures shall be taken by the Municipality, in coordination with PhilHealth and Social Security System to ensure sustained membership by looking at possible means to facilitate collection of premium that is affordable and easy for the members.

SECTION 86. MONITORING SYSTEM FOR LABOR STANDARDS. A monitoring system shall be undertaken by the PESO, in coordination with the DOLE, to monitor all offices, agencies and establishments or companies operating within the municipality for any violation of the Labor Code for appropriate reporting and referral to DOLE for its appropriate action.

ARTICLE VI
POLITICAL AND PUBLIC SPHERE OF WOMEN

SECTION 87. STATEMENT OF POLICY. The Municipality of Carrascal, Surigao del Sur shall ensure the fundamental equality before the law of men and women open as an arena for their active participatory role in the development process.

SECTION 88. MUNICIPAL SELF-ORGANIZATION OF WOMEN. The municipal government through the GFPS shall encourage and support the formation and or strengthening of community-based organizations, and facilitate their accreditation with the Sangguniang Bayan, Securities and Exchange Commission and with the DSWD as Peoples Organization to enable them avail of more opportunities for their socio-economic upliftment.

SECTION 89. CREATION OF MUNICIPAL LOCAL COUNCIL OF WOMEN. The Municipal Local Council of Women shall be organized in the municipality which shall be composed of accredited women's organizations existing in the municipality.

SECTION 90. PARTICIPATION OF WOMEN IN LOCAL GOVERNANCE. To widen and enhance participation of women in local government decision-making and administration, the Municipal Government shall support the representation of women in all Local Special Bodies (LSB) in the municipality. Towards this end, the Municipality shall endeavor to attain at least 40% women permanent members in Local Special Bodies.

SECTION 91. OBSERVANCE OF SIGNIFICANT EVENTS FOR WOMEN'S ACTION. The Municipal Government in collaboration with concerned National Government agencies, Non-Government Organizations, People's Organizations, Civil Society, and the Private Sector shall ensure and support the observance of the different significant events for women's action. The Municipal and Barangay GAD Focal Point System working committee shall spearhead these activities. Appropriate and fitting activities shall be undertaken and shall be a coordinated Municipal and Barangay level activities as follows:

A. **National Women's Day.** The Municipal Government shall celebrate National Women's Day in accordance with Republic Act 6949 which declared March 8 as a working holiday known as National Women's Day. Municipal offices shall encourage and afford sufficient time and opportunities for their employees to engage and participate in any activity conducted within the premises of their respective offices or establishments to celebrate National Women's Day in the 8th day of March of every year.

B. **Women's Month.** The Municipal Government shall celebrate Women's Month in accordance with Presidential Proclamation No. 227 dated March 7, 1988 during the month of March of every year. The celebration shall be highlighted with the Annual State of the Women's Address by the Municipal Mayor, reporting all accomplishments and situation of women in the Municipality of Carrascal, Surigao del Sur.

C. **Women's Summit/Congress.** The Municipal Government through the Municipal Local Council of Women shall hold and convene a Municipal Women's Summit/Congress as part of the celebration of Women's Month every March of the year. This is to increase their level of awareness and critical consciousness on the issues affecting them and make appropriate recommendations for actions thereon.

D. **Breast Cancer Awareness Week.** The Municipal Government shall set the third week of March to organize information campaign activities on breast cancer, one of the top causes of maternal mortality. A coordinated municipal and barangay level activities shall be conducted and spearheaded by the Municipal Health Office to promote consciousness on breast cancer.

E. **National Awareness on Child Protection.** As per Proclamation No. 731, every second week of February of every year is declared as "National Awareness Week for the Prevention of Child Sexual Abuse and Exploitation" and shall be observed in the Municipality of Carrascal, Surigao del Sur.

F. **International Women's Health Day.** The 28th day of May of every year is hereby set for the celebration the International Women's Health Day. Wellness and well-being, where issues and concerns relative to the protection and promotion of women's health, shall be examined, deliberated, projected. A coordinated municipal and barangay level activities shall be set and spearheaded by the Municipal Health Office to promote women's health and well-being.

G. **Family Week Celebration.** The Municipality, as spearheaded by the MSWDO, joins the country in celebrating the Family Week every last week of September. It involves the various sectoral organizations/vulnerable groups such as women organizations, ERPAT, Senior Citizens, PWD, Day Care Children and Child Development Workers. The celebration is highlighted by advocacy on the promotion of their rights, IEC on emerging and prevailing major concerns of the family of the various sectors and family situation report. It also serves as opportunity for bonding between and among sectoral organizations as partner and member of the MSWD family.

H. **National Children's Month.** Pursuant to Republic Act 10661, the Municipality shall observe the month of November as National Children's Month to commemorate the adoption of the Convention on the Rights of the Child (CRC) by the United Nations General Assembly on Nov. 20, 1989, and the Philippines' signing of the CRC. Appropriate and fitting activities, programs and projects shall be undertaken in the observance thereof. This includes the conduct of Municipal Children's Congress for Day Care Children and Annual Summit of Children Leaders.

I. **National Rural Women's Day.** The Municipal Government of Carrascal, Surigao del Sur shall observe October 15 of every year as the "National Rural Women's Day" according to Proclamation No. 1105.

J. **International Week of Action Against Gender-based Violence or the "18 Day Campaign to End Violence Against Women in the Philippines".** To commemorate this event the Municipality shall organize various events and activities to educate residents about violence against women and children from November 25 to December 10 of every year as the period marked as the International Week of Action Against Gender-based Violence and shall culminate on International Human Rights Day on December 10.

K. **AIDS Awareness Day.** The Municipal Government shall celebrate AIDS Awareness Day every 10th day of December. It shall assist and provide support to programs, projects and activities that promote awareness about the Acquired Immune Deficiency Syndrome (AIDS)

ARTICLE VII
PROTECTION

SECTION 92. STATEMENT OF POLICY. The Municipality shall ensure that all women shall be protected from all forms of violence (IRR MCW Sec. 9). Towards this end, the Municipality shall conduct all necessary measures to ensure the safety and protection of individuals particularly women and girl-children from crime and all forms of gender-based violence through the continuous conduct of preventive measures, adoption of vital national laws, issuance of enabling policies, and intervention programs to the victims of gender-based violence.

SECTION 93. The Municipality of Carrascal hereby adopts the following national laws for the protection of women and implements the provision of this law as to the appropriate programs, services and interventions within its mandate through the MSWD (RA 9262 and RA 9208) and other concerned offices particularly along social case management; and the HRMO for RA 7877, to wit:

a. **RA No. 9262** or "*An Act Defining Violence Against Women and Their Children, Providing for Protective Measures for Victims, Permitting Penalties Therefore, and for Other Purposes*". This law seeks to promote the protection and safety of victims of violence against women and their children. Likewise, it establishes necessary institutional mechanisms for the care and support of the victims of violence against women and their children;

b. **RA 9208** or "*An Act that 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 Violation and for Other Purposes*". This Act widens the concept of trafficking in persons and sets up policies to eliminate trafficking in persons, especially women and children. It establishes necessary institutional mechanisms to protect and support trafficked persons to promote their human dignity, ensure their recovery, rehabilitation and reintegration to the mainstream of society.

c. **RA. No. 7877** or "*An Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment, and for other purposes*". This Act declares sexual harassment unlawful in the employment, education or training environment. It also defines the different sexual harassment acts in a work-related or employment environment as well as in an institution or training environment. Likewise, it prescribes the duties of the employer or the head of the office related to the prevention, settlement or prosecution of acts of actual harassments and the corresponding liability for the damage arriving from the acts of harassment committed for not taking actions therefore.

SECTION 94. WOMEN IN ESPECIALLY DIFFICULT CIRCUMSTANCES. "Women in Especially Difficult Circumstances" (WEDC) shall refer to victims and survivors of sexual and physical abuse, illegal recruitment, prostitution, trafficking, armed conflict, women in detention, victims and survivors of rape and incest, and such other related circumstances which have incapacitated them functionally.

In line with its mandate, the Municipality of Carrascal, Surigao del Sur, shall provide the necessary services and interventions to WEDC such as, but not limited to, the following:

- Temporary and protective custody.
- Medical and dental services;
- Psychological evaluation;
- Counseling:
- Psychiatric evaluation;
- Legal services;
- Productivity skills capability building: (h) Livelihood assistance;
- Job placement;
- Financial assistance; and
- Transportation assistance.

SECTION 95. ACTION ON CASES OF VIOLENCE AGAINST WOMEN AND CHILDREN. All concerned offices of the municipal government, including the barangays, shall act immediately or within twenty-four (24) hours upon receipt of complaints and reports of violence against women and children. As provided for in RA 9262; RA 9208; RA 8353; RA 7610; RA 8972 and RA 7877; they shall provide the appropriate intervention to the complainants within the prescribed period.

SECTION 96. ESTABLISHING VAW DESK IN EVERY BARANGAY. In compliance with the DILG-DSWD-DOH-DEP-ED-PCW Joint Memorandum Circular No. 2010-2, the Municipal Government of Carrascal, Surigao del Sur, shall ensure the establishment and functionality of a Violence Against Women Desk in every barangay within its jurisdiction and provide technical and financial assistance for its operations according to Section 12.D paragraph 2 of the MCW IRR to guarantee that violence against women cases are fully addressed in a gender-responsive manner.

SECTION 97. COMPETENCIES OF VAW-C DESK OFFICERS. The Municipal Government of Carrascal through the MGFPS shall ensure that VAW desk officers in the municipal and barangay level are capacitated in handling gender-based violence or VAWIC cases through regular seminars/ training and meetings. The Municipality shall also ensure that each VAW Desk Officers has a copy of the VAW Desk Officers' Handbook as their ready reference in performing their duties.

SECTION 98. REFERRAL SYSTEM FOR VICTIMS OF VAW-C. The Municipal Government of Carrascal shall establish a referral system to have an integrated and coordinated community response to victims of violence against women and children (VAWC). The referral system primarily covers the implementation of laws that address. VAW-C, namely: RA 9262 and Anti-Trafficking in Parsons Act of 2003 (RA 9208).

SECTION 99. ISSUANCE OF BARANGAY PROTECTION ORDER. THE barangay shall follow the standard process for handling complaints on Violation against Women and Children and shall refer the victim-survivor for appropriate assistance to concerned agencies.

SECTION 100. COMMITTEE ON DECORUM AND INVESTIGATION (CODI). A Committee on Decorum and Investigation shall be created and strengthened at the municipal and barangay government units. This shall serve as the grievance machinery to act on all complaints on sexual harassment in the workplace. For this purpose, a grievance procedure shall be installed in the aforementioned office or establishment.

SECTION 101. HANDLING RAIDS IN ENTERTAINMENT ESTABLISHMENTS. Raid shall be conducted humanely. Police brutality shall not be allowed as an approach for the conduct of raids in entertainment establishments.

SECTION 102. HUMANE AND JUST TREATMENT OF FEMALE AND MINOR OFFENDERS. To promote humane and just treatment of females apprehended for light offenses and of minor offenders, they shall not be handcuffed unless the rules of engagement of the PNP provide otherwise.

SECTION 103. PERSONS IN DETENTION. The Municipality of Carrascal shall provide support to persons in detention and shall ensure that their rights are protected. There shall be a separate cell for women and men detainees. Likewise, no child shall be in detention as provided by RA 9344 which states that he or she shall be conveyed separately to, or from Court. Likewise, he or she shall await hearing of his or her own case in a separate holding area.

SECTION 104. GENDER DISCRIMINATION IN JAIL. The Municipal Government of Carrascal shall ensure the protection of offenders, especially the Women and LGBT offenders who are part of the vulnerable groups. As such equal access to resources such as functional facilities like comfort rooms, lighting facilities, recreational areas shall be ensured. Safety, health services, and other needed services shall be provided accordingly.

SECTION 105. ROLE OF FEMALE POLICE OFFICER. Complaints of battering and other forms of abuse against women and children shall be handled by female officers in the local police who shall undergo special courses on handling cases affecting abused women, and whose character and credibility do not violate the accepted ethical standards in handling such cases.

SECTION 106. PROTECTION OF WOMEN SENIOR CITIZENS. The Municipality shall protect women senior citizens from neglect, abandonment, domestic violence, abuse, exploitation, and discrimination. Towards this end, it shall ensure special protective mechanisms and support services against violence, sexual abuse, exploitation, and discrimination of older women.

SECTION 107. PROTECTION OF WOMEN AFFECTED BY DISASTERS, CALAMITIES, AND OTHER CRISIS SITUATION. (Section 10 Chapter IV, Women's Rights and Empowerment IRR-MCW) Women have the right to protection and security in times of disasters, calamities, and other crisis situations especially in all phases of relief, recovery, rehabilitation, and construction efforts.

In line with this, the Municipality of Carrascal shall address the particular needs of women from a gender perspective to ensure their full protection from sexual exploitation and other sexual and gender-based violence committed against them. Responses to disaster situations shall include the provision of services, such as psychosocial support, livelihood support, education, psychological health, and comprehensive health services, including protection during pregnancy. Women and child-friendly spaces shall be set up in evacuation centers that will provide safe area for their developmental and learning and socio- recreational activities.

SECTION 108. STATEMENT OF POLICY. The Municipal Government considers children as one of the most important assets of the nation and shall commit itself to promote and protect their rights. Likewise, it shall endeavor to promote children's welfare and enhance their opportunities for a useful and happy life.

SECTION 109. PROMOTION AND PROTECTION OF CHILDREN'S RIGHTS. The Municipal Government shall implement systems and programs that are anchored on the United Nations Convention on the Rights of the Child which stipulates the promotion and protection of children's rights to survival, development, protection and participation in pertinent national and local laws on children.

SECTION 110. STRENGTHENING OF LOCAL COUNCILS FOR THE PROTECTION OF CHILDREN. The municipality shall ensure the functionality of the Municipal and Barangay Councils for the Protection of Children in the promotion, protection and fulfilment of the rights and welfare of children. The Municipality and all the Barangays shall observe child-friendly local governance.

SECTION 111. PROTECTION OF GIRL-CHILDREN. As stipulated in MCW IRR Section, the Municipality shall pursue measures to eliminate all forms of discrimination against girl-children in education, health and nutrition, and skills development. Girl-children shall also be protected from all forms of abuse and exploitation.

SECTION 112. COMPREHENSIVE SERVICES FOR CHILDREN IN NEED OF SPECIAL PROTECTION AND CHILDREN. The Municipal Government of Carrascal shall implement comprehensive programs for children who are victims of abuse cases pursuant to the provisions of Republic Act No. 7610 otherwise known as the "Special Protection of Children against Abuse, Exploitation and Discrimination Act". It shall endeavor to gain support of the private and the academe to provide legal psycho-social and protective services to children who are in need of such services.

SECTION 113. PROGRAM FOR CHILDREN IN CONFLICT WITH THE LAW AND CHILDREN AT RISK. In compliance with the provisions of RA 9344, the Municipal Government of Carrascal has instituted a 5-year (2020-2024) Comprehensive Local Juvenile Intervention program as per Resolution No. 04 S. 2020.

SECTION 114. ADOPTION OF THE BARANGAY PROTOCOL IN MANAGING CASES OF CICL AND CAR. The Municipality of Carrascal hereby adopts the Barangay Protocol in Managing Cases of CICL and CAR in all the 44 barangays by providing capability- building to the BCPC members and continuing technical assistance as needed. This document provides information on how to handle child-related-boy and girl- children cases: initial contact, diversion proceedings, prevention programs, child custody, and other CAR and CICL interventions. It serves as practical guide for the barangay and other duty-bearers to properly assist CICL and CAR cases.

SECTION 115. ESTABLISHMENT AND MAINTENANCE OF A CENTRALIZED INFORMATION MANAGEMENT SYSTEM. In compliance with the provision of the IRR on 9344 as amended by RA 10630, the Municipality of Carrascal shall establish a Centralized Information management System on CICL and CAR with the assistance of the DSWD. The system shall include information on children who undergo intervention, diversion and rehabilitation programs and after care support services.

SECTION 116. ENFORCEMENT OF THE ORDINANCE ON THE CURFEW HOURS FOR MINORS. The Municipality of Carrascal shall ensure the enforcement of Ordinance No. 335, Series 2005- "Imposing Curfew Hours from 10:00 in the evening to 4:00 in the morning for persons below eighteen (18) of age within the territorial jurisdiction of the Municipality of Carrascal and Prescribing Penalties to violators Thereof.

SECTION 117. ADOPTION OF ANTI-CHILD LABOR LAW. The Municipality of Carrascal hereby adopts and supports the implementation of Republic Act No. 9231 entitled "An Act Providing for the Elimination of the Worst Forms of Child Labor and Affording Stronger Protection for the Working Child, amending for this Purpose Republic Act No. 7610, as Amended, otherwise known as the "Special Protection of Children Against Child Abuse, Exploitation and Discrimination Act."

SECTION 118. TEEN-AGE PREGNANCY PREVENTION. To address the increasing number of teen-age pregnancy cases, the Local Council for the Protection of Children in coordination with the Municipal Health Office as the lead agency, shall conduct information education campaign on the risk of early pregnancy on the life of an adolescent and its effect to her future. Values orientation shall also be undertaken including sex education.

SECTION 119. REACH OUT TO STREET CHILDREN. The Municipality adopted the Protocol in the conduct of Reach out to street children and with an organized team, who shall be activated in case of report of the presence of street children in the Municipality. Appropriate interventions, coordination and collaboration with the concerned MSWDO of the place of origin of these children shall be conducted by the MSWD-Carrascal to avoid further exposure of children to harm and hazards in the street and prevent them from adopting life of the street.

SECTION 120. CHILD PORNOGRAPHY. The Municipality of Carrascal hereby adopts RA 9775 and GAD Code of the Province of Surigao del Sur, Section 151 on the Protection to Child Pornography. In this regard, all internet service providers, mall owners/operators, lessors of other business establishments, internet content host, and internet café owner operating within the Municipality of Carrascal shall notify the Philippine National Police (PNP) within seven (7) days from obtaining facts and circumstances that any form of child pornography is being committed using its server or facility.

Photo developers, information technology professionals and banks and any person who has direct knowledge of any form of child pornography activities shall have the duty to report any suspected child pornography materials or transactions to the proper authorities. Lastly, all internet hosts operating in the municipality shall not host any form of child pornography on its internet address.

SECTION 121. REGULATION OF INTERNET CAFES AND COMPUTER SHOPS. The Municipal Government shall regulate the operation of internet service-providing establishments and entertainment computer shops to prevent children to play games not rated as fit for their age and during school hours as provided for in the established ordinances of the municipality.

SECTION 122. PHOTO AND VIDEO VOYEURISM. The Municipal Government of Carrascal shall conduct strict measures to prevent photo and video voyeurism in consonance with the provisions of RA 9995. As declared in the law, the following actions shall be considered unlawful.

i. To take a photo or video coverage of a person or group of persons performing a sexual act or any similar activity or to capture an image of the private area of a person such as the naked or undergarment clad genitals, public area, buttocks or female breast without the consent of the person/s involved and under circumstances in which the person's has/have a reasonable expectation of privacy.
ii. To copy or reproduce, or to cause to be copied or reproduced, such photo or video or recording of sexual act or any similar activity with or without consideration;
iii. To sell or distribute, or cause to be sold or distributed, such photo or video or recording of sexual act, whether it be the original copy or reproduction thereof, or
iv. To publish or broadcast, or cause to be published or broadcast, whether in print or broadcast media, or show or exhibit the photo or video coverage or recordings of such sexual act or any similar activity through VCD/DVD, internet, cellular phones, and other similar means or device.

SECTION 123. POLICY ON ANTI-BULLYING. The Municipal Government of Carrascal encourages all schools in the municipality on the regular conduct of information education and orientation on anti-bullying. All elementary and secondary schools in the municipality shall provide students and their parents or guardians with a copy of the anti-bullying policies being adopted by the school. Such policies shall likewise be included in the school's student and/or employee handbook and shall be conspicuously posted on the school walls and website if there is any.

SECTION 124. PROHIBITING THE SELLING OF CIGARETTES AND LIQUOR TO CHILDREN. The selling of any brand of cigarettes or kind of liquor or intoxicating drinks to person below eighteen years of age is strictly prohibited as provided in Ordinance No. 299 S. 2002 and Chapter II of the Children's Code of 2020.

SECTION 125. INSTALLATION OF CLOSE CIRCUIT TELEVISION (CCTV) CAMERAS IN PUBLIC AND PRIVATE SCHOOLS, INCLUDING CHILD DEVELOPMENT CENTERS. All schools whether private or public in the entire territorial jurisdiction of the municipality of Carrascal shall install closed circuit television (CCTV) cameras within their establishment to cover strategic areas in their premises so as to capture photos or videos of possible crimes or untoward incident that may occur thereat. It also serves as deterrent to abuse particularly girl-children.

ARTICLE VIII
SUPPORT SERVICES AND ENABLING MECHANISM

SECTION 126. PSYCHO-SOCIAL PROGRAM. Women and children who are survivors of all forms of violence/disaster shall be registered in psychosocial programs which shall be carried out by the Municipal Social Welfare and Development Office, Municipal Gender and Development Office and Municipal Health Office in partnership with experts in providing psychological services.

SECTION 127. SURVIVORS' SUPPORT GROUP. There shall be an organized group to whom survivors of violence voluntarily agrees to establish a professional helping process. All investigations/hearings involving rape cases and other forms of violence against women and children conducted in the police stations, prosecutors' office and trial courts shall recognize and allow the survivors' support group to be present in the courtroom as observers and to provide moral support to the survivors who are subject of litigation as expressly allowed or requested by the offended party to the extent allowed by existing laws or the rules of court.

SECTION 128. MODULAR PACKAGES FOR WOMEN. The MSWD shall intensify its Women Welfare Program through the conduct of modular sessions as an avenue for their self-enhancement, information education on laws and other issuances affecting them, enhancement of role performance as a wife and a mother and opportunities for empowerment. It also includes organization and mobilization of women to manage group activities and participate in wider community undertakings; raise issues and concerns affecting women's welfare and initiate actions on these issues.

SECTION 129. SUPPORT FOR WOMEN CAPABILITY DEVELOPMENT. *The* Municipality of Carrascal supports capability development for grassroot women leaders especially along leadership training that will equip them participate in local governance.

SECTION 130. PRIMARY PREVENTION SERVICES FOR SEXUAL AND GENDER-BASED VIOLENCE AND HUMAN TRAFFICKING. The Municipality of Carrascal ensures the availability of services for the conduct of human rights education session for women and men through the PES and modular sessions on ERPAT, conduct of advocacy activities and availability of trained service providers on handling gender-responsive case management.

SECTION 131. INFORMATION EDUCATION CAMPAIGN ON LAWS AND POLICIES ADDRESSING GENDER-BASED VIOLENCE. The Municipality of Carrascal shall provide education on laws and policies addressing gender-based violence to strengthen the awareness of men and women, boys and girls on gender-based violence through comprehensive and multi-level information and education campaigns in close coordination and partnership with the academe and civil society organizations.

SECTION 132. OTHER SUPPORT SERVICES AGAINST GENDER-BASED VIOLENCE. The Municipality of Carrascal shall make available the following services:

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

SECTION 133. MEDICO-LEGAL DESK FOR WOMEN. The Municipal Health Office shall create a medico legal desk for women to attend to women's and children's special medical needs.

SECTION 134. MEDICAL ROUTINE CHECK-UP. Women in the entertainment industry shall be afforded by their respective employers with medical routine check-ups and medicines if needed.

SECTION 135. LEGAL EDUCATION AND COUNSELING. The Municipal Government through the Municipal Legal Consultant shall:

a. Undertake legal education and training for community leaders, Barangay officials and members of the *Lupong Tagapamayapa* on legal counseling and arbitration to capacitate community workers to facilitate resolution of cases and family conflicts at the barangay level in coordination with the Municipal Social Welfare and Development Office and concerned non-government organization (NGOs);

b. Undertake a special para-legal training on gender issues and related matters for members of the *Lupong Tagapamayapa* for all barangays in the municipality in partnership with the Liga Ng Mga Barangay and other non- government organizations;

c. Provide legal counseling to the disadvantaged men and women with legal concerns.

SECTION 136. CHILD DEVELOPMENT CENTERS. The Municipal Government of Carrascal shall ensure that all Child Development Centers established in every Barangay are accredited hence, compliant to quality standards of a center-based facility on Early Childhood Care and Development. Child Development Center is an ECCD center-based facility for 3-4 that provide for the basic holistic needs of children from age three (3) to four (4) years and promote their optimum growth and development.

SECTION 137. CREATION OF THE MUNICIPAL INTER-AGENCY COUNCIL AGAINST TRAFFICKING AND ANTI-VIOLENCE AGAINST WOMEN (MIACAT-VAWC). In consonance with RA 9208, there is hereby created the Municipal Inter-Agency Council Against Trafficking and Anti-Violence Against Women to be composed of the following:

CHAIRPERSON	–	Municipal Mayor
CO-CHAIRPERSON	–	SP Chairperson of the Committee on Women and Children
MEMBERS	–	Municipal Social Welfare and Development Officer
	–	SB Chairperson, Committee on Labor and Employment
	–	Public Employment Service Office
	–	President, Liga ng mga Barangay
	–	PNP, Chief of Police or Women's' Desk Office
	–	Municipal Local Government Operations Officer
	–	Municipal Local Civil Registrar
	–	SK Federation President
	–	Representative, Barangay Human Rights Action Center
	–	Two NGO's, PO's Representatives

The Municipal Mayor shall exercise the prerogative of appointing two representatives from the NGO's, POs to sit as members of the Council

SECTION 138. FUNCTIONS OF THE MUNICIPAL INTER-AGENCY COUNCIL AGAINST TRAFFICKING AND ANT- VIOLENCE AGAINST WOMEN. The Council shall have the following duties and responsibilities:

a. Monitor and make documentation of cases of trafficked persons and VAWC in the Municipality of Carrascal.
b. Recommend the cancellation of licenses of establishments which violates the provisions of RA 9208 and ensure its effective prosecution
c. Undertake an information and education campaign against trafficking in persons and VAWC through the establishment of Information and Education Team

d. Develop mechanism to ensure timely coordinated and effective response to cases of trafficking in persons and VAWC
e. Establish effective Gender-Sensitive Action Team composed of pertinent line agencies under RA 9208,
f. Encourage and support Barangay-based initiatives which address trafficking in persons and VAWC
g. Recommend the services for the prevention, rescue, recovery, rehabilitation and reintegration support to victims of trafficking in persons and VAWC
h. Propose and recommend policies and regulations on anti-trafficking and anti-VAWC to the Sangguniang Bayan;
i. Strengthen, activate and mobilized committees and organizations and special bodies at the Barangay level to prevent and suppress trafficking in persons and VAWC
j. Monitor and review policies, programs, projects and activities on and- trafficking and anti-VAWC
k. Recommend the utilization of funds appropriated to implement the various programs projects and activities on anti-trafficking in persons and anti-VAWC

SECTION 139. CREATION AND COMPOSITION OF THE COMMITTEE ON DECORUM AND INVESTIGATION (COD). Pursuant to Section 4 of RA 7877 and the Civil Service Rules and Regulations on Sexual Harassment (CSC Resolution No. 01-0490) there is hereby created the Committee on Decorum and Investigation (COD) for Municipality of Carrascal to be composed as follows.

CHAIRPERSON	–	Local Civil Registrar
MEMBERS	–	• Municipal Human Resource Management Officer • Municipal Social Welfare and Development Officer • One representative from the Second Level Personnel *(Supervisory Rank Employee)* • One representative from the First Level Personnel *(Rank and File Employee)*

SECTION 140. The Committee on Decorum and Investigation (COD) shall have the following functions:

a. To receive complaints of sexual harassment
b. To conduct investigation of the alleged cases constituting sexual harassment in accordance with the prescribed procedures;
c. To submit a report of its findings with the corresponding recommendations to the disciplinary authority for decision;
d. To conduct meetings, membership orientation as the case maybe, with other officials and employees to ensure understanding and prevent incidents of sexual harassment.

SECTION 141. CREATION OF THE MUNICIPAL COUNCIL FOR THE PROTECTION OF CHILDREN (MCPC). PURSUANT to RA 7610 or the Special Protection of Children Against Child abuse, Exploitation and Discrimination Act, Presidential Decree 603 or the Children and Youth Welfare Code and RA 8980 otherwise known as the Early Childhood Care and Development Act, there is hereby created the Municipal Council for the Protection of Children (MCPC) for the Municipality of Carrascal that shall take the lead in the implementation of all Children's programs in the Municipality to be composed as follows:

CHAIRPERSON	Municipal Mayor
CO-CHAIRPERSON	SB Chairman, Committee on Family, Women and Children
MEMBERS	• Municipal Social Welfare and Development Officer • Municipal Planning and Development Officer • Municipal Health Officer • Municipal Budget Officer • Municipal Treasurer • Municipal Nutrition Officer • Municipal Local Government Operations Officer • Municipal Schools Division Superintendent • Chief of Police President • SK Federation President • Liga ng mga Barangay President • Parent-Teachers Associations • Three (3) representatives from NGO's handling Children's Program

The Municipal Social Welfare and Development Office shall serve as the Secretariat of the Council which shall provide administrative and technical support services to the respective MCPC member agencies.

SECTION 142. The Municipal Council for the Protection of Children (MCPC) shall have the following functions:

a. Formulate plans, programs and policies for children that are gender-fair, culturally relevant and responsive to the needs of diverse groups of children from 0 to 18 years of age;
b. Prepare annual work and financial plan for children and recommend appropriations to the Sanggunian:
c. Provide coordinative linkages with other agencies and institutions in the planning, monitoring and evaluation of plans for children;
d. Provide technical assistance and recommend financial support to the Barangay Council for the Protection of Children (BCPC):
e. Establish and maintain data base of children in the municipality.
f. Foster education of every child,
g. Advocate for the establishment and maintenance of playgrounds, daycare centers and other facilities necessary for child and youth development,

h. Recommend local legislations promoting child survival, protection, participation and development especially on the quality of television shows, media prints and coverage, which are detrimental to children, and with appropriate funding support;
i. Assist children in need of special protection and refer cases filed against child abuses to proper agencies or institutions;
j. Conduct capability building programs to enhance knowledge and skills in handling children's program;
k. Document barangay best practices on children;
l. Monitor and evaluate the implementation of the program and submit quarterly status reports to Provincial Council for the Protection of Children (PCPC);
m. Perform such other functions as provided for in the early childhood care and development and other child related laws.

ARTICLE IX
SUPPORT AND OTHER MARGENALIZED AND VULNERABLE SECTORS

A. SENIOR CITIZENS

SECTION 143. PROMOTION AND PROTECTION OF RIGHTS OF SENIOR CITIZENS. The Municipal Government of Carrascal shall promote the rights and ensure the protection of senior citizens, both women and men, and shall actively encourage their active participation in local development. Likewise, it shall protect women senior citizens from neglect, abandonment, domestic violence, abuse, exploitation, and discrimination.

SECTION 144. CREATION OF THE OFFICE FOR THE SENIOR CITIZENS AFFAIRS (OSCA). Pursuant to R.A. 9257 otherwise known as the "Expanded Senior Citizens Act of 2003", there is hereby established an Office for the Senior Citizens Affair in the Municipality of Carrascal which shall be under the supervision of the Office of the Municipal Mayor.

SECTION 145. SUPPORT FUND FOR THE SENIOR CITIZENS AFFAIRS (OSCA). THE MUNICIPAL Government of Carrascal shall allocate funds for the program, projects and activities of the OSCA.

SECTION 146. RIGHTS AND PRIVILEGES FOR SENIOR CITIZENS. The Municipal Government of Carrascal shall uphold and ensure that senior citizens enjoy fully all their rights and privileges as provided in Section 4 of R.A. 9994 otherwise known as the Enhanced Senior Citizen Act.

SECTION 147. GOVERNMENT ASSISTANCE. The Municipal Government of Carrascal shall implement programs in accordance with the provisions of RA 9994 such as medical assistance, provision of assistive devices, livelihood assistance, burial assistance to the bereaved family of Senior citizen and shall support the socio- cultural activities and celebration of national event.

SECTION 148. SOCIAL PENSION. RA 9994, otherwise known as the Expanded Senior Citizens Act, which institutionalizes social protection to senior citizens by providing additional government assistance through Social Pension for Indigent Sr. Citizens (SPISC). In this program, indigent sr. citizens are entitled to a monthly stipend which aims to augment the daily subsistence and other medical needs of the beneficiaries. In view of the numerous Senior Citizens, mostly are women, not covered by this national program, the Municipal Government replicates Social Pension.

SECTION 149. ORGANIZATION OF ELDERLY MEN AND WOMEN. The Office of the Senior Citizen's Affairs of Carrascal shall encourage/strengthen and support the organization of elderly men and women in the barangay that will represent their sector in the Barangay Development Council and be able to participate in policy and planning and decision-making processes in the barangay local government. A sub-committee for elderly women shall be formed to give special focus on and facilitate response to their special needs.

SECTION 150. MEMBERSHIP IN THE BARANGAY DEVELOPMENT COUNCIL. *The* Punong Barangays or Chairmen of the Barangay Development Councils are encouraged to consider the inclusion of the Presidents of the Senior Citizens in their Barangays to sit as members of the Barangay Development Councils representing the Non-Government Organizations.

SECTION 151. ESTABLISHMENT OF SENIOR CITIZEN CENTER. In line with the provision of Section 4 of RA 7876, "The Senior Citizen Act of the Philippines", a senior citizens center shall be established in the Municipality of Carrascal under direct supervision of the Municipal Social Welfare and Development Office. The center shall provide recreational, educational, health and social programs and facilities designed for the full enjoyment and benefit of the senior citizens in the municipality.

B. DIFFERENTLY-ABLED PERSONS/PERSONS WITH DISABILITIES

SECTION 152. PROMOTION OF THE RIGHTS OF PERSONS WITH DISABILITIES. ***The*** Municipal Government of Carrascal shall ensure and promote the rights of women with disabilities and shall give full support to the improvement of their total well- being and their integration into the mainstream of society.

The Municipality shall likewise actively encourage their active participation in local development. To facilitate their integration into the mainstream of society, the Municipality shall advocate for and encourage respect for disabled persons and shall exert all efforts to remove all social, cultural, economic, environmental and attitudinal barriers prejudicial to their development.

Pursuant to R.A. No. 7277 otherwise known as the Magna Carta for Disabled Persons and its Implementing Rules and Regulations, the Municipality shall initiate, assist and support programs and projects for the rehabilitation, self-development and self-reliance of persons with disabilities.

SECTION 153. RIGHTS AND PRIVILEGES OF PWDS. *Under* RA 9442 as amended (Magna Carta for Persons with Disabilities) Persons with Disabilities shall have the following Rights and Privileges:

a. Twenty percent (20%) discount from all establishments;
b. Minimum of twenty percent (20%) on admission fees:
c. At least twenty percent (20%) discount for the purchase of medicines;
d. At least twenty percent (20%) discount on medical, dental and professional fees;
e. At least twenty percent (20%) discount on fares for domestic air, sea travel and bus fare for the exclusive enjoyment of persons with disability.
f. Educational assistance to persons with disability.
g. To the extent practicable and feasible, the continuance of the same benefits and privileges given by GSIS, SSS and Pag-ibig as the case maybe, as are enjoyed by those in actual service;
h. To the extent possible, the government may grant special discounts in special programs for persons with disability on the purchase of basic commodities, subject to the guidelines to be issued by DTI and DA;
i. Provision of express lanes in all commercial and government establishments, in the absence thereof, priority shall be given to them.

The above-mentioned privileges are available only to persons with disability who are Filipino citizens and upon presentation of proof of entitlement thereto which is an identification card issued by the Municipal Mayor.

SECTION 154. PERSONS WITH DISABILITY AFFAIRS OFFICE (PDAO). There is hereby established in the Municipality of Carrascal the Person with Disability Affairs Office (PDAO) with a PWD Officer to be appointed by the local chief executive, who shall manage and oversee the operations of the office, according to its mandate under RA 10070. The Municipal Government of Carrascal shall likewise ensure that the necessary fund is allocated for the implementation of programs, projects and activities for the benefit of PWDs in the municipality.

SECTION 155. ORGANIZATION OF DIFFERENTLY ABLED MEN AND WOMEN. The Municipal Government of Carrascal shall encourage/strengthen and support the organization of differently-abled men and women in the 44 barangays that will represent their sector in the Barangay Development Council and be able to participate in policy and planning and decision-making processes in the barangay. A sub-committee for elderly women shall be formed to give special focus on and facilitate response to their special.

SECTION 156. MEMBERSHIP IN THE BARANGAY DEVELOPMENT COUNCIL. The Punong Barangays or Chairmen of the Barangay Development Councils are encouraged to include the Presidents of the PWDs in their Barangays to sit as members of the Barangay Development Councils representing the Non- Government Organizations.

SECTION 157. ACCESS TO QUALITY EDUCATION AMONG PWDS. The Municipal Government of Carrascal shall ensure that disabled persons are provided with access to quality education and ample opportunities to develop their skills. It shall take appropriate steps to make such education accessible to all disabled persons.

SECTION 158. SPECIAL EDUCATION FOR DIFFERENTLY-ABLED WOMEN AND CHILDREN. The municipal government shall support the SPED in Carrascal to provide opportunity to interested differently-abled girl and boy children and women of the municipality to have access to special education programs.

SECTION 159. CREATIVE EMPLOYMENT OPPORTUNITIES TO DIFFERENTLY-ABLED WOMEN. The Municipal Government in partnership with appropriate national government agencies and private groups shall develop creative employment opportunities to differently-abled and elderly women recognizing their differentiated conditions and potentials as human being through the establishment of a Sheltered Workshop.

SECTION 160. RIGHTS AND PRIVILEGES OF DISABLED PERSONS IN EMPLOYMENT. The Municipal Government of Carrascal shall fully observe the Rights of the Persons with Disabilities as declared in RA 7277 otherwise known as the Magna Carta for Disabled Persons on the following:

a. Right to sheltered employment;
b. Right to Apprentice;
c. Right to Vocational Rehabilitation; and
d. Right to Vocational Guidance and Counseling.

SECTION 161. EQUAL EMPLOYMENT OPPORTUNITIES FOR PWD. No person with disability shall be denied access to opportunities for suitable employment in the Municipality. A qualified employee with a disability shall be subject to the same terms and conditions of employment and the same compensation, privileges, benefits, fringe benefits, incentives or allowances as a qualified able-bodied person as stated in RA 10524. As such, at least one percent (1%) of all positions in the business establishment shall be reserved for persons with disability. Likewise, it shall implement provision of R.A. 7277 or the Magna Carta of Disabled Persons that reserves five percent (5%) of contractual or emergency positions for persons with disabilities.

SECTION 162. DISCRIMINATION ON EMPLOYMENT AMONG PWDS. No entity. whether public or private, within the jurisdiction of the Municipal Government of Carrascal shall discriminate against a qualified disabled person because of disability regarding job application procedures, the hiring, promotion, or discharge of employees, employee compensation, job training, and other terms, conditions, and privileges of employment.

SECTION 163. DATABASE OF DIFFERENTLY-ABLED PERSONS. The barangay councils shall identify cases of differently-abled persons in their jurisdiction and submit profile of the same to the MSWD to help in designing programs and interventions responsive to the needs of the group:

SECTION 164. REPORTING OF CASES OF HARASSMENT COMMITTED AGAINST DIFFERENTLY-ABLED PERSONS. The barangay councils shall monitor and report cases of harassment against differently-abled persons to the MSWD and the PNP.

SECTION 165. PUBLIC RIDICULE AND VILIFICATION. No individual, group, or community in the province shall execute any acts of ridicule against persons with disability in any time and place which could intimidate or result in loss of self- esteem of the latter as declared in RA 9442.

C. SOLO PARENTS

SECTION 166. PROMOTION AND PROTECTION OF THE RIGHTS OF SOLO PARENTS. The Municipal Government of Carrascal shall promote and protect the rights and welfare of solo parents and their families in consonance with Republic Act 8972 otherwise known as the "Solo Parents Welfare Act of 2000."

SECTION 167. SOCIAL SERVICES FOR SOLO PARENTS. The Municipal Government, in coordination with concerned agencies, shall implement appropriate social services for the solo parents and their families to include, but not limited to, the following:

1. livelihood development services;
2. counselling services;
3. parent effectiveness service;
4. critical incidence stress debriefing and special projects for individuals in need of protection;
5. Flexible Work Schedule;
6. Non-Discrimination relative to Work.
7. Parental Leave. In addition to leave privileges under existing laws, parental leave of no more than seven (7) working days every year shall be granted to any solo parent employee who has rendered service of at least one (1) year,
8. Educational, medical and housing benefits.

Funds shall be appropriated to address the needs of solo parents and their children. A yearly budget under Support Fund for Program for Solo Parents shall be set aside by the Municipality under GAD budget.

SECTION 168. WORK DISCRIMINATION. The Municipal Government shall see to it that no LGU office shall discriminate against any solo parent employee with respect to terms and condition of employment on account of his/her status.

SECTION 169. FLEXIBLE TIME FOR SOLO PARENTS. Whenever possible and appropriate, the Municipal Government of Carrascal shall provide Solo-parent employees with a flexible working schedule, provided that this will not affect the Municipal Government's productivity.

SECTION 170. PARENTAL LEAVE (SOLO PARENTS). The Municipal Government shall ensure that in addition to leave privileges under existing laws, parental leave of not more than seven (7) working days every year shall be granted to any solo parent employee who has rendered service of at least one (1) year.

SECTION 171. HOUSING BENEFITS. The Municipal Government shall give priority for Solo Parents in socialized housing projects and shall provide them with liberal terms of payment on said projects in accordance with housing law provisions prioritizing applicants below the poverty line as declared by National Economic Development Authority (NEDA).

SECTION 172. MEDICAL ASSISTANCE. The Municipal Government shall provide health care services for the solo parents and their children in the Rural Health Units and financial assistance for medication and medical procedures beyond the capacity of the RHU's.

SECTION 173. EDUCATIONAL BENEFITS. Pursuant to R.A. 8972 the Dep-Ed, CHED and TESDA shall provide non-formal education programs appropriate for solo parents and their children, the municipality shall extend educational assistance in the form of cash grants to indigent solo parent and children who were not able to avail of any assistance from the national and provincial government.

SECTION 174. SOLO PARENT IDENTIFICATION CARD. Pursuant to R.A. 8972, all solo parents shall register with the MSWDO for the issuance of Solo Parent ID upon assessment and determination of his/her eligibility. This serves as a requirement in the availment of comprehensive social services.

ARTICLE X
MARRIAGE AND FAMILY RELATIONS

SECTION 175. STATEMENT OF POLICY. The Municipal Government of Carrascal shall protect and uphold the rights of the family, being the foundation of the nation through policies and programs on marriage, support, conflict resolution, and intervention programs.

SECTION 176. MARRIAGE AND FAMILY. In accordance with the provisions of RA 10354, the Municipal Government of Carrascal recognizes marriage as an inviolable social institution and the foundation of the family which in turn is the foundation of the nation and defends the following rights:

a. The right of spouses to found a family following their religious convictions and the demands of responsible parenthood;
b. The right of children to assistance, including proper care and nutrition, and special protection from all forms of neglect, abuse, cruelty, exploitation, and other conditions prejudicial to their development;
c. The right of the family to a family living wage and income; and
d. The right of families or family associations to participate in the planning and implementation of policies and programs.

SECTION 177. EQUAL RIGHTS IN ALL MATTERS RELATING TO MARRIAGE AND FAMILY RELATIONS. The Municipality shall take all appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and shall ensure:

1. The same rights to enter into and leave marriages or common law relationships referred to under the Family Code without prejudice to personal or religious beliefs;
2. The same rights to choose freely a spouse and to enter into marriage only with their free and full consent. The betrothal and the marriage of a child shall have no legal effect;
3. The joint decision on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;
4. The same personal rights between spouses or common law spouses including the right to choose freely a profession and an occupation;

5. The same rights for both spouses or common law spouses in respect of the ownership, acquisition, management, administration, enjoyment, and disposition of property.
6. The same rights to properties and resources, whether titled or not, and inheritance, whether formal or customary, and
7. Women shall have equal rights with men to acquire change or retain their nationality.

Customary laws shall be respected: Provided, however, that they do not discriminate against, women.

SECTION 178. FREE AND FULL CONSENT IN MARRIAGE. The Municipal Government shall take all appropriate measures to eliminate discrimination against women in all matters related to marriage and family relations and shall ensure that no woman shall be forced to marry without her free and full consent. The betrothal and the marriage of a child shall have no legal effect.

SECTION 176. KASALANG-BAYAN. The Municipal Government hereby institutionalizes the annual *kasalang-bayan*, a mass wedding celebration, for couples who have been living together without the benefit of marriage. After having found eligible and complied with the requirements for marriage, their union shall be legalized through a mass civil wedding, wherein all expenses shall be shouldered by the LGU.

SECTION 179. REGISTRY OF CIVIL STATUS. The Local Civil Registrar of Carrascal shall maintain a database of record of the civil status of persons, in which the following shall be entered accurately: births; deaths; marriages; annulments of marriages; legitimations; adoptions; acknowledgment of natural children; naturalization; and changes of name. The declaration of the physician or midwife in attendance at the birth or, in default thereof, the declaration of either parent of the newborn child, shall be sufficient for the registration of a birth in the civil register. Such declaration shall be exempt from the documentary stamp tax and shall be sent to the local civil registrar not later than thirty days after the birth, by the physician, or midwife in attendance at the birth or by either parent of the newly born child.

SECTION 180. SHARED PARENTING AND RESPONSIBILITIES. The Municipal Government shall advocate that all fathers and mothers have both the moral obligation and responsibility in assuring the rights and well-being of their children, such as caring and nurturing, regardless of sex and physiological and psychological conditions.

SECTION 181. PARENT EDUCATION SERVICE. The Municipal Government implements such service among vulnerable families to enhance their knowledge and skills on parenting and to assist them in their roles as their children's primary caregivers and educators.

SECTION 182. EMPOWERMENT AND REAFFIRMATION OF PATERNAL ABILITIES (ERPAT). The Municipal Government shall organize marginalized fathers and help them appreciate their roles in the family, improve performance of paternal responsibilities and have access to support services and activities that will help them achieve a united, productive and stable family.

SECTION 183. SPOUSAL SUPPORT. Women and their children are by law entitled to support from their spouses. For this purpose, all agreements or settlements arrived at the barangay level in the municipality relative to the support of the family shall be final and executory. Innovations of the agreement shall be allowed only if the same is advantageous to the children

CHAPTER II
MISCELLANEOUS AND PENAL PROVISIONS

SECTION 184. PENALTY CLAUSE. The Municipal Government of Carrascal through the Department of Justice and other related institutions shall impose in all levels the necessary penalties, sanctions, and liabilities to individuals/s who have committed violations against this code as provided for by the law.

ARTICLE I
GENDER AND DEVELOPMENT PROGRAM

SECTION 185. GENDER-SENSITIVE PHYSICAL PLAN. A physical plan appropriate for gender sensitivity shall be adopted by all offices, agencies and establishment which shall help prevent sexual harassment in the workplace. Failure to comply with this provision shall constitute a fine of two thousand five hundred pesos (₱2, 500.00) and suspension of business permit or license for three months.

SECTION 186. FACILITIES AND SUPPORT SYSTEM FOR WOMEN. The Municipal Government of Carrascal shall ensure the safety and health of women employees in appropriate cases as defined in this code. Violation by private employers shall constitute a fine of ₱2,500.00 and a cancellation of business permits or as prescribed by the court. A government unit or head of office that violates these provisions shall be held liable through a penalty of one month suspension and a fine of one thousand pesos (₱1,000.00).

ARTICLE II
HEALTH

SECTION 187. REPRODUCTIVE HEALTH SERVICES. In line with the related provisions in RA 9710-Magna Carta of Women on Women's Right to Health and RA 10534; the Responsible Parenthood and Reproductive Health Act of 2012, IRR Section- –(m); the Municipal Government of Carrascal shall ensure that no private hospital or any medical facility operating within the territorial jurisdiction of the Municipality of Carrascal shall deny reproductive health services to any woman because of the latter's poverty. Non-compliance to this provision shall face appropriate charges in appropriate institution for corresponding sanction.

SECTION 188. SANITATION CODE. Any person who shall violate, disobey, refuse, omit or neglect to comply with any of the rules and regulations promulgated under PD 856 shall be sanctioned accordingly as provided by law.

ARTICLE III
EDUCATION, TRAINING AND SPORTS

SECTION 189. EQUAL ACCESS AND ELIMINATION OF DISCRIMINATION IN EDUCATION. The Municipal Government fully supports the provision of Section 13 of the IRR- MCW thus, it shall ensure that no school in the Municipality shall turn out or refuse admission to a female student solely on the account of her having contracted pregnancy outside of marriage during her term in school. Violation of this provision of the MCW shall be dealt with in accordance with law.

ARTICLE IV
LABOR AND EMPLOYMENT

SECTION 190. VIOLATION OF LABOR STANDARDS. A monitoring system is being undertaken by the PESO in coordination with DOLE to monitor all offices, agencies and establishments or companies within the Municipality violating Labor Code provisions and provisions of this Code for appropriate reporting and referral to DOLE for its appropriate action.

SECTION 191. GENDER SENSITIVITY ORIENTATION, AND TRAINING. All schools, establishments and companies, departments, and agencies including Municipal and barangay officials within the Municipality shall initiate gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender issues and concerns.

ARTICLE V
PROTECTION

SECTION 192. ACTION ON CASES OF VIOLENCE AGAINST WOMEN AND CHILDREN. All concerned offices of the municipal government, including the barangays, shall act immediately or within twenty-four (24) hours upon receipt of complaints and reports of violence against women and children. As provided for in RA 9262; RA 9208; RA 8353; RA 7610; RA 8972 and RA 7877; they shall provide the appropriate intervention to the complainants within the prescribed period. Failure to act within the prescribed period constitutes neglect in the performance of duty and shall be penalized in accordance with the provisions of identified laws, Civil Service Code and the Local GOVERNMENT CODE OF 1991.

SECTION 193. REFUSAL TO INITIATE COMPLAINT ON VAWC. If the Punong barangay or Kagawads or barangay official referred to in the preceding paragraph refuses to initiate a complaint about a violation of the BPO, the victim-survivor /applicant shall have the right to file a complaint, without prejudice to the right to file appropriate administrative, civil, or criminal action against barangay official concerned.

SECTION 194. COMMODIFICATION OF WOMEN. Any activity or form of beauty contest which tends to commodity, abuse, humiliate or treat women as sex objects shall be strictly prohibited within the territorial jurisdiction of the Municipality of Carrascal. For this purpose, the staging of beauty contests shall be permitted if it showcases not only the physical beauty of a person but also her talents and abilities. For this purpose, the Municipal Councils for the Protection of Women and Children are hereby mandated to jointly draw up and promulgate the guidelines that shall be adhered to in the conduct of staging or shows, on beauty contests involving women and children.

Organizers of beauty contests violating these provisions shall be subject to a penalty such as the following:

a. For business organizations – cancellation of business permit or a fine of not less than P1,000.00 but not more than P2,500.00 or as prescribe in the implementing rules and regulations.
b. For representatives of agencies, departments or local government units – suspension for one month without pay or a fine of not less than P1,000.00 but not more than P2,000.00 or others as maybe prescribed in implementing rules; and
c. For educational institution, charity or welfare organizations – a fine of not less than P1,000.00 but not more than P2,000.00 or others as maybe prescribed in implementing rules against the organizers and concerned employees.

SECTION 195. HUSBAND AND WIFE BATTERING. Husband and wife battering shall be punishable from one month to one-year imprisonment or a fine of P1,000.00 to P2,000.00 or both subject to the discretion of the court. Other forms of battering as defined in this code shall be covered by the same penalty.

SECTION 196. FUND RAISING INITIATIVES. Fund raising initiatives refers to any activity whether in whole or in part, integrated in any raffle draw, benefit or disco dance or any similar fund-raising undertaking 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 a woman as central, partial or special focus in order to raise funds. Violations of this provision as defined in this code shall be penalized by a fine of P2,500 or an imprisonment of One month, or both at the discretion of the court.

ARTICLE VI
OTHER MARGENALIZED AND VULNERABLE GROUPS

SECTION 197. HARASSMENT COMMITTED AGAINST DIFFERENTLY-ABLED PERSONS. The Municipality of Carrascal shall require all barangay councils to monitor and report cases of harassment against differently-abled persons to the MSWD and the PNP. Violations of this provision as defined in this code shall be penalized by a fine of P2,500 or an imprisonment of One month, or both at the discretion of the court.

SECTION 198. PUBLIC RIDICULE AND VILIFICATION. No individual, group, or community in the province shall execute any of these acts of ridicule against persons with disability in any time and place which could intimidate or result in loss of self-esteem of the latter as declared in RA 9442. Violations of this provision as defined in this code shall be penalized by a fine of P2,500 or an imprisonment of One month, or both at the discretion of the court.

ARTICLE VII
MARRIAGE AND FAMILY RELATIONS

SECTION 199. SPOUSAL SUPPORT. Women and their children are by law entitled to support from their spouses. For this purpose, all agreements or settlements arrived at the barangay level in the municipality relative to the support of the family shall be final and executory.

Innovations of the agreement shall be allowed only if the same is advantageous to the children. Violations of this provision as defined in this code shall be penalized by a fine of P2,500 or an imprisonment of One month, or both at the discretion of the court.

CHAPTER III
PROVISIONS FOR IMPLEMENTATION

SECTION 200. GENDER AND DEVELOPMENT OFFICE. There is hereby created the GAD Office in the Municipality of Carrascal by virtue of this ordinance which shall be under the Office of the Mayor. The GAD Office shall be responsible for the implementation of this ordinance in close coordination with the Municipal GAD Focal Point System.

SECTION 201. COMPOSITION. THE GAD Office shall be composed of at least three personnel coming from the Office of the Mayor, MPDC and MSWD; the GAD Coordinator, the GAD Monitoring Officer, and Clerk.

SECTION 202. FUNCTIONS OF GAD OFFICE. The GAD Office shall act as the lead convenor and Secretariat to the GAD-Focal Pont System. For this purpose, it shall:

a. Coordinate with different NGAS, PGAs, LGUS and private sector,
b. Provide administrative and technical assistance to the GAD-Focal Point System;
c. Mobilize various sectors for gender programs and projects;
d. Assist the MGFPS-TWG/M&E Team in:

    1. Designing capability- building programs in relation to GAD,
    2. Conduct advocacy program and trainings in relation to GAD;
    3. Evaluate and monitor the GAD program of the municipality.

SECTION 203. ANNUAL GENDER AND DEVELOPMENT (GAD BUDGET) As per PCWNEDA-DBM Joint Circular 2012-01. At least five percent (5%) of the total agency budget appropriations authorized under the annual GAA shall correspond to activities supporting GAD plans and programs. The GAD budget shall be drawn from the agency's maintenance and other operating expenses (MOOE), capital outlay (CO), and personal services (PS). It is understood that the GAD budget does not constitute an additional budget over an agency's total budget appropriations. According to Section 37A.1c of the MCW-Implementing Rules and Regulations (MCW-IRR), the GAD budget may be allocated using any or a combination of the following:

a. As a separate GAD fund to support GAD-focused PAPS;
b. As fund to support integrating a gender perspective in major programs and projects (gender mainstreaming); and
c. As a counterpart fund to support gender-responsive Official Development Assistance (ODA)-funded projects.

The municipal and barangay governments may also utilize a certain percentage of the 20% Development Fund for GAD especially for gender-related hard infrastructure budget.

The utilization and outcome of the GAD budget shall be annually monitored and evaluated in terms of its success in influencing the gender-responsive implementation of agency programs funded by the remaining ninety-five percent (95%) budget (MCW Chapter VI, Section 36).

CHAPTER IV
MECHANISM FOR COORDINATION IMPLEMETATION, MONITORING AND EVALUATION

SECTION 204. COLLECTIVE RESPONSIBILITY. In accordance with the overall policy framework on GAD, the operationalization of the GAD Code shall be a collective responsibility of the Municipal, Barangay local development councils, offices, the academe, and the Civil Society Organizations. All key players shall collaborate to successfully implement the GAD Code.

SECTION 205. IMPLEMENTATION OF THE GAD CODE THROUGH GAD PLANS AND GENDER RESPONSIVE DEVELOPMENT PLANS. The Municipal Government of Carrascal, through the GAD Focal Point System shall identify the Municipal Annual Goals and targets based on the GAD Code, integrate them in the local development plans and translate them to annual GAD Plans, through the local planning and development offices and local development councils.

SECTION 206. MONITORING AND EVALUATION SCHEME. The following provisions outline the monitoring and evaluation mechanisms for the implementation of the Gender and Development (GAD) Code in the Municipality of Carrascal, including periodic assessments, required reporting, the use of gender-responsive monitoring tools, stakeholder participation, and the submission of consolidated GAD reports:

a. The GAD Focal Point System (GFPS) TWG/M&E together with the different offices of the Municipal Government shall make an assessment on the progress of the implementation of this Code on bi-annual basis. Further, they shall make an assessment on the progress of the program and project implementation as well as challenges and gaps encountered along the process.
b. Likewise, all the concerned offices and the 44 Sangguniang Barangays shall prepare their GAD Plan and Budget and GAD Accomplishment Reports using the reporting format prescribed by JMC No 2013-01 as amended and submit to the MPDC.
c. All public schools, elementary and secondary shall be required to submit to the assessment process of the GFPS. Likewise, they shall be required to prepare their GAD Plan and Budget and GAD Accomplishment Report using the prescribed format.
d. The Municipal Government shall ensure that participative and consultative processes are employed in the monitoring and evaluation activity, that is not only involving the implementing agency / but the key women and men affected or benefitted by the project
e. All concerned shall adopt and employ the GAD monitoring indicators and evaluation checklist stated in the Harmonized Gender and Development Guidelines (HGDG). Likewise, the Municipal and Barangay government shall use the Gender Responsive Local Governance (GeRL) Tool in its periodic assessment.

f. The GAD Focal Point, in consultation with GAD experts from the academe shall endeavor continually to develop GAD monitoring indicators contained in the harmonized guidelines.

g. The GPFS shall prepare the annual consolidated GAD Report of the Municipality, including but not limited to the project success, good practices, and important lessons on GAD, and submit the same to the Provincial Planning and Development Office who will endorsed to the Provincial DILG Office to the Regional and Central DILG Office for transmittal to the PCW.

SECTION 207. IMPLEMENTING RULES AND REGULATIONS. The GAD-Focal Point System shall promulgate the rules and regulations to carry out the provisions of this ordinance. It shall be convened periodically throughout the formulation of the Implementing Rules and Regulations (IRR).

A Technical Working Committee shall be formed composed of official representatives of the various offices of the Municipal Government and the Local Council of women involved in the process of drafting of this Code shall be involved in the formulation of the IRR. Such rules and regulations shall take effect upon their publication in two local newspapers of general circulation.

The Municipal Mayor through an Executive Order shall issue and promulgate necessary Implementing Rules and Regulations of this Code.

CHAPTER V
FINAL PROVISIONS

SECTION 208. REPEALING CLAUSE. All ordinances, resolutions, circulars, memoranda, or rules, rules and regulations inconsistent with the provisions of this Code are hereby repealed and modified accordingly.

SECTION 209. 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 thereby shall continue to be in full force and effect.

SECTION 210. SUPPLEMENTARY CLAUSE. On matters not provided for in this Code, any existing applicable laws and their corresponding Implementing Rules, Executive Orders and relevant issuances issued therefore shall apply in a supplemental manner.

SECTION 211. EFFECTIVITY CLAUSE. This code shall take effect upon compliance of the mandatory posting and publication requirement prescribed under RA 7160 otherwise known as the Local Government Code of 1991.

DONE this 26th day of January, 2026 at Carrascal, Surigao del Sur.

CERTIFIED TRUE AND CORRECT:

CHESTER A. AZARCON
Secretary to the Sanggunian

ATTESTED AND CERTIFIED
TO BE DULY ADOPTED:

VICENTE H. PIMENTEL III
Municipal Vice Mayor, Presiding Officer

APPROVED:

JOSEPH L. URGEL
Municipal Mayor

Republic of the Philippines
PROVINCE OF SURIGAO DEL SUR
MUNICIPALITY OF CARRASCAL
Office of the Sangguniang Bayan

CERTIFICATION

THIS IS TO CERTIFY that **Ordinance No. 02, Series of 2026** entitled *"AN ORDINANCE ENHANCING THE GENDER AND DEVELOPMENT (GAD) CODE OF THE MUNICIPALITY OF CARRASCAL, SURIGAO DEL SUR AND FOR OTHER PURPOSES"* has been posted in three (3) conspicuous places within the Local Government Unit of Carrascal, Surigao del Sur, namely: **(1) Carrascal Bus Terminal; (2) Carrascal Public Market;** *and* **(3) Office of the Municipal Mayor.** Photographs of the posted ordinance are attached to this Certification as proof of compliance.

This is in compliance with the applicable provisions of Republic Act No. 7160, otherwise known as the *Local Government Code of 1991*, requiring ordinances and resolutions to be posted in three (3) conspicuous places within the local government unit, as applicable, in connection with the prescribed requirements for their effectivity.

Issued this **16th day of November, 2026** at Carrascal, Surigao del Sur, Philippines.

CHESTER A. AZARCON, J.D.
Secretary to the Sanggunian

sbocarrascalsds@gmail.com
Sangguniang Bayan of Carrascal, Surigao del Sur
Legislative Building, Municipal Hall, Brgy. Embarcadero, Carrascal

POSTED

CARRASCAL BUS TERMINAL
CARRASCAL PUBLIC MARKET
OFFICE OF THE MUNICIPAL MAYOR

November 16, 2026

CHESTER A. AZARCON, J.D.
Secretary to the Sanggunian

MAYOR'S OFFICE





Republic of the Philippines
PROVINCE OF SURIGAO DEL SUR
MUNICIPALITY OF CARRASCAL

Office of the Sangguniang Bayan

EXCERPT FROM THE MINUTES OF THE 25TH REGULAR SESSION OF THE 13TH SANGGUNIANG BAYAN OF CARRASCAL, SURIGAO DEL SUR HELD ON JANUARY 26, 2026 AT THE LEGISLATIVE SESSION HALL.

PRESENT:

HON. VICENTE H. PIMENTEL III
Municipal Vice Mayor
Presiding Officer

Regular Members

Hon. John Angelo T. Arreza, CE
Hon. Richard L. Hotchkiss
Hon. Chito O. Eliot
Hon. Jessie James T. Valle
Hon. Oliver Han D. Villarosa
Hon. Arnel C. Sunico

Ex-Officio Members

Hon. Carmelita V. Correos - LNMB
Hon. Datu Dennis H. Dagno - IPMR
Hon. Kidd Elijah P. Pebojot - SK Federation President

ON LEAVE: Hon. Romen R. Intano - SB Member
Hon. Keith Vincent P. Pimentel - SB Member

ORDINANCE NO. 02, SERIES OF 2026

"AN ORDINANCE ENHANCING THE GENDER AND DEVELOPMENT (GAD) CODE OF THE MUNICIPALITY OF CARRASCAL, SURIGAO DEL SUR AND FOR OTHER PURPOSES."

INTRODUCED BY:
HONORABLE CARMELITA V. CORREOS

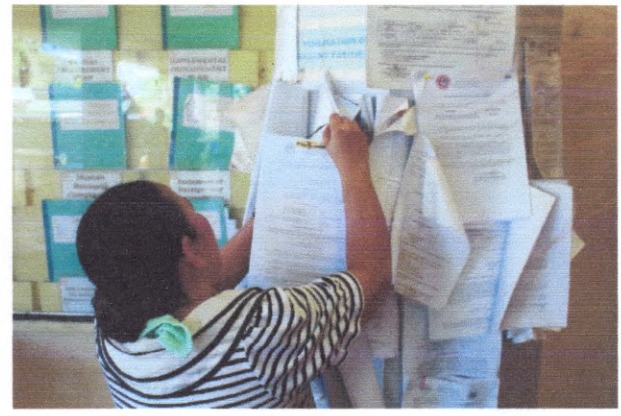
"WHEREAS, Article II, Section 14 of the 1987 Philippine Constitution provides that *"The State recognizes the role of women in nation building and shall ensure the fundamental equality before the law of women and men.";*

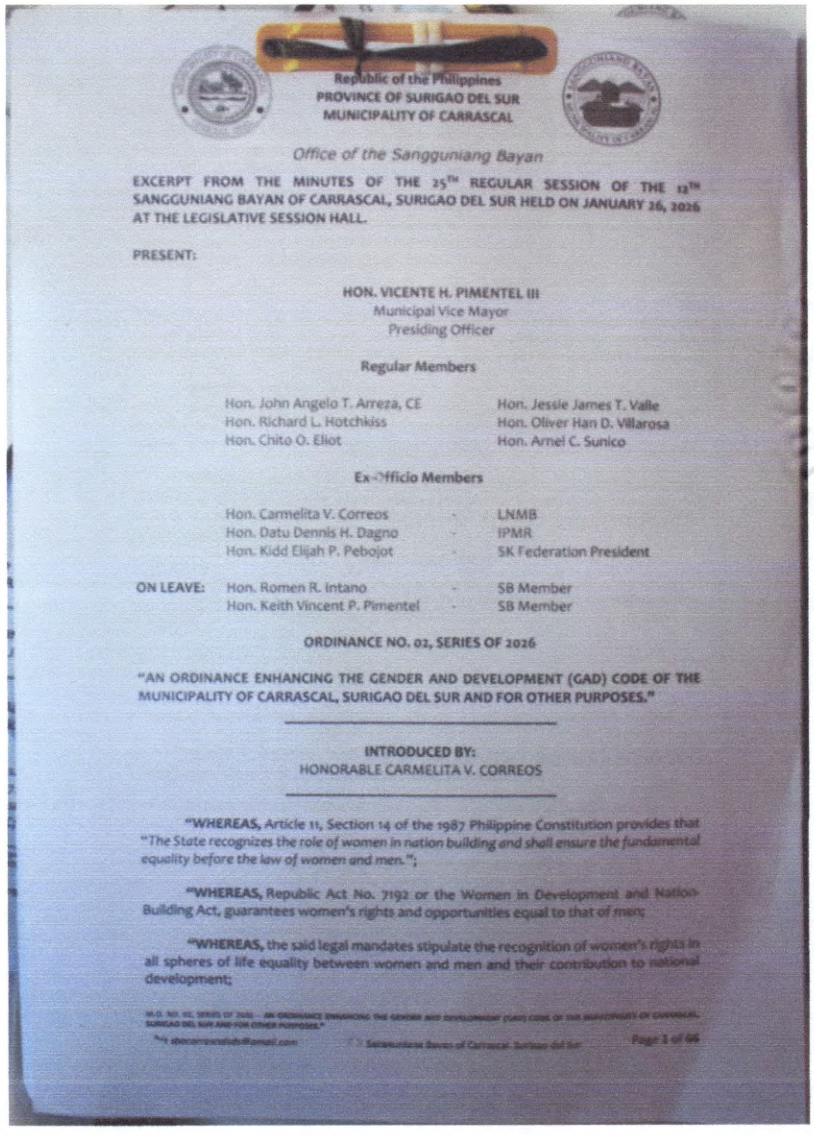
"WHEREAS, Republic Act No. 7192 or the Women in Development and Nation-Building Act, guarantees women's rights and opportunities equal to that of men;

"WHEREAS, the said legal mandates stipulate the recognition of women's rights in all spheres of life equality between women and men and their contribution to national development;

CARRASCAL PUBLIC MARKET







Republic of the Philippines
PROVINCE OF SURIGAO DEL SUR
MUNICIPALITY OF CARRASCAL

Office of the Sangguniang Bayan

EXCERPT FROM THE MINUTES OF THE 25TH REGULAR SESSION OF THE 12TH SANGGUNIANG BAYAN OF CARRASCAL, SURIGAO DEL SUR HELD ON JANUARY 26, 2026 AT THE LEGISLATIVE SESSION HALL.

PRESENT:

HON. VICENTE H. PIMENTEL III
Municipal Vice Mayor
Presiding Officer

Regular Members

Hon. John Angelo T. Arreza, CE
Hon. Richard L. Hotchkiss
Hon. Chito O. Eliot
Hon. Jessie James T. Valle
Hon. Oliver Han D. Villarosa
Hon. Arnel C. Sunico

Ex-Officio Members

Hon. Carmelita V. Correos - LNMB
Hon. Datu Dennis H. Dagno - IPMR
Hon. Kidd Elijah P. Pebojot - SK Federation President

ON LEAVE: Hon. Romen R. Intano - SB Member
Hon. Keith Vincent P. Pimentel - SB Member

ORDINANCE NO. 02, SERIES OF 2026

"AN ORDINANCE ENHANCING THE GENDER AND DEVELOPMENT (GAD) CODE OF THE MUNICIPALITY OF CARRASCAL, SURIGAO DEL SUR AND FOR OTHER PURPOSES."

INTRODUCED BY:
HONORABLE CARMELITA V. CORREOS

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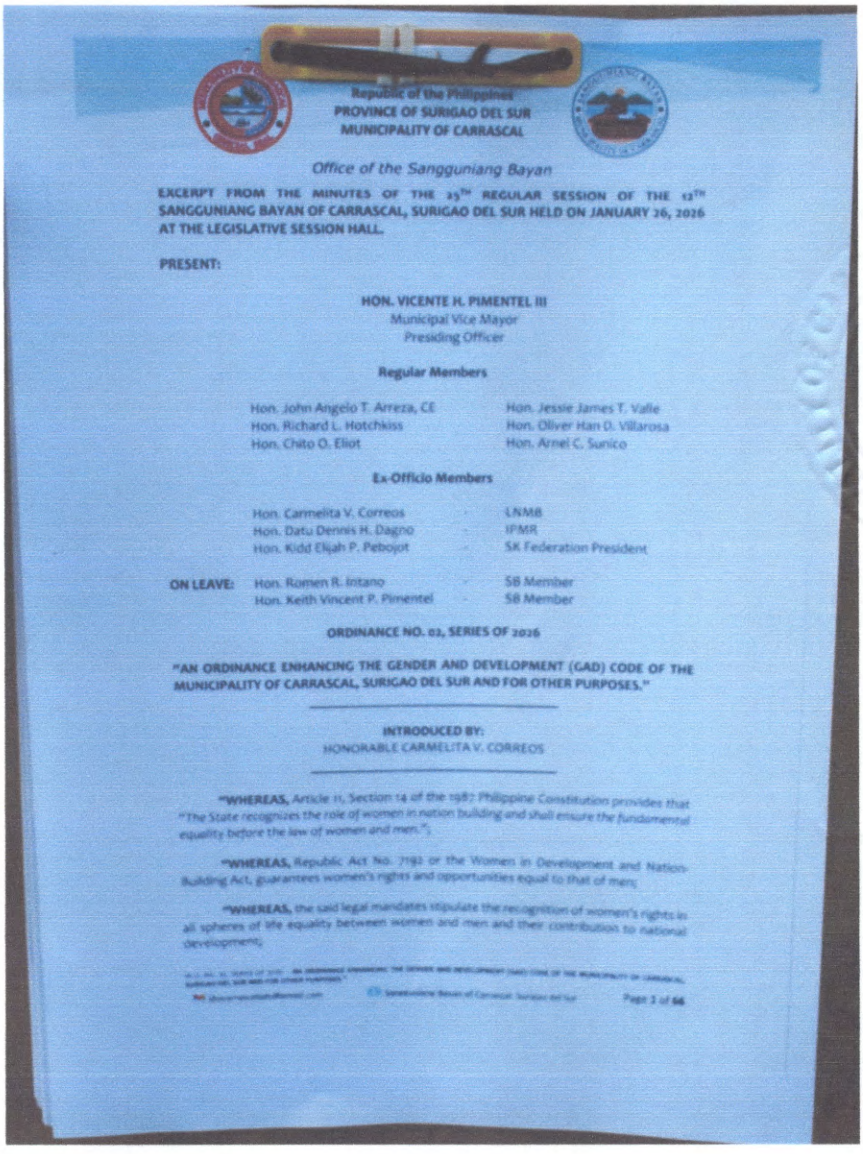
Republic of the Philippines
Province of Surigao del Sur
MUNICIPALITY OF CARRASCAL

OFFICE OF THE SANGGUNIANG BAYAN

CARRASCAL TERMINAL







Republic of the Philippines
PROVINCE OF SURIGAO DEL SUR
MUNICIPALITY OF CARRASCAL

Office of the Sangguniang Bayan

EXCERPT FROM THE MINUTES OF THE 25TH REGULAR SESSION OF THE 12TH SANGGUNIANG BAYAN OF CARRASCAL, SURIGAO DEL SUR HELD ON JANUARY 26, 2026 AT THE LEGISLATIVE SESSION HALL.

PRESENT:

HON. VICENTE H. PIMENTEL III
Municipal Vice Mayor
Presiding Officer

Regular Members

Hon. John Angelo T. Arreza, CE	Hon. Jessie James T. Valle
Hon. Richard L. Hotchkiss	Hon. Oliver Han D. Villarosa
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ON LEAVE:

Hon. Romen R. Intano	-	SB Member
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"AN ORDINANCE ENHANCING THE GENDER AND DEVELOPMENT (GAD) CODE OF THE MUNICIPALITY OF CARRASCAL, SURIGAO DEL SUR AND FOR OTHER PURPOSES."

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