



Republic of the Philippines
PROVINCE OF NUEVA ECIJA
Provincial Capitol Bldg.
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OFFICE OF THE SANGGUNIANG PANLALAWIGAN

EXCERPT FROM THE MINUTES OF 9th REGULAR SESSION OF THE SANGGUNIANG PANLALAWIGAN OF NUEVA ECIJA HELD AT SESSION HALL OF THE SANGGUNIANG PANLALAWIGAN, PROVINCIAL CAPITOL BUILDING, BARANGAY SINGALAT, PALAYAN CITY.

MARCH 27, 2017

Present:

VICE GOVERNOR JOSE GAY G. PADIERNOS	- Vice Governor
BM ROMMEL C. PADILLA	- Member
BM RAFAEL ANDREW R. VILLANUEVA	- Member
BM EDGARDO F. AGLIAM	- Member
BM MARIO C. ORTIZ	- Member
BM EDWARD THOMAS F. JOSON	- Member
BM BELINDA E. PALILIO	- Member
BM JOHN CARLO A. PATIAG	- Member
BM JO-MARIO ANGELO E. MATIAS	- Member (T.P.O.)
BM FROILAN C. NAGAÑO, JR.	- Member
BM PETER MARCUS A. MATIAS	- Member (President-PCL)
BM ANDREW N. BISCALOG	- Member (IPMR)

On Official Business:

BM EDMUND R. ABESAMIS	- Member (President-Liga ng mga Barangay)
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On Leave:

BM NAPOLEON P. INTERIOR, JR.	- Member
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RESOLUTION NO. 145-s-2017

Sponsored by BELINDA "Baby" PALILIO
Board Member, District I

A RESOLUTION ENACTING ORDINANCE NO. 01-S-2017
"AN ORDINANCE PROVIDING FOR GENDER AND
DEVELOPMENT CODE OF THE PROVINCE OF NUEVA
ECIJA, AND FOR OTHER PURPOSES"

Be it Ordained by the Sangguniang Panlalawigan of Nueva Ecija, THAT:

CHAPTER I

GENERAL PROVISIONS

Article I –TITLE

Section 1. This ordinance shall be known and cited as the "**Gender and Development Code of the Province of Nueva Ecija,**" hereinafter referred to as the **GAD Code of Nueva Ecija, 2017.**

Section 2. The strict implementation of this Ordinance within the territorial jurisdiction of the Province of Nueva Ecija is both encouraged and enjoined.

Article II -DECLARATION OF POLICY AND PRINCIPLES

Section 3. Declaration of Policy – It is a declared policy of the Provincial Government of Nueva Ecija to:

- a. Recognize every person's right to choose his/her gender role or preferences at home, school and/or at work.
- b. Uphold the rights of women and the belief in their worth and dignity as human beings in accordance with the fundamental freedoms guaranteed under the Constitution and the Provisions of the Universal Declaration of Human Rights, Convention on the Elimination of All Forms of Discrimination Against Women and other international human rights instruments of which the Philippines is a party.
- c. Make gender equality the centerpiece and/or showcase of all collaborative community efforts and/or participative undertakings in all phases of development cycle and nation building.
- d. Actively pursue and vigorously implement gender responsive development policy, design and integrated gender support systems, taking into consideration the universal right to economic survival, political participation, self-determination and personal empowerment.

Consistent with the foregoing policy statements and to ensure the full participation and involvement of women in the development process, pursuant to RA 7192 or the Women in Development and Nation Building Act, it is hereby mandated, that:

- a. All Provincial Government departments, offices and instrumentalities shall ensure that men and women shall benefit equally and participate directly in the development programs and projects of said departments and agencies;
- b. All government project proposals shall ascertain the inclusion of gender responsive indicators and guidelines while equally zealously pursuing and locating the root of gender inequality, pursuant to the United Nations Declarations and Conventions to which the Philippine government is a signatory.
- c. All Provincial departments, offices and instrumentalities, upon effectivity of this Code, shall review and revise all their regulations, circulars, issuances and procedures to remove gender bias therein, and shall complete the same within two years.
- d. Any act of gender bias and discrimination against any person, on account of his/her sex and/or gender preferences is hereby prohibited.

Section 4. Incorporation Clause – The Provincial Government of Nueva Ecija adopts and guarantees respect and protection of the universal rights relating to gender equality as may be defined in the United Nations declarations and other international commitments. It recognizes Women's Rights as stated and declared under the UN Convention on the Elimination of Discrimination Against Women (CEDAW) which is hereby adopted as follows:

- a. The right to the prevention of, and protection from all forms of violence and coercion against their person, freedom, sexuality, and individuality;
- b. The right to freely and fully participate individually or collectively in the political processes of their communities and nations;
- c. The right to the means for assuring their economic welfare and security;

- d. The right to the necessary knowledge and means for the full exercise of their reproductive choice in accordance to the Constitution and their beliefs and preferences;
- e. 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 rearing and caring of their children;
- f. The right to an adequate, relevant, and gender-fair education throughout their lives, from childhood to adulthood;
- g. The right adequate nutrition and proper health care;
- h. The right to humane living conditions;
- i. 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; and
- j. The right to equality before the law in principle as well as proactive.

Likewise, the Provincial Government adopts as part of this Code, all national and local laws, policies, local ordinances and orders that were enacted with the end in view of promoting gender equality.

ARTICLE III -DEFINITION OF TERMS

Section 5. As used or for the purpose of this Ordinance, the following terms shall mean and be referred to as follows:

Community – refers to grouping of persons bound by common interests, ethnicity and/or geographical proximity.

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

Gender Bias/Discrimination – refers to any act or omission undermining or tending to degrade or impose superiority over a sex or gender;

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

Gender Related Violence – 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 opposite sex/gender, including threats of such act, coercion or arbitrary deprivation of liberty, whether occurring in public or private life as defined in the UN Declaration on the Elimination of Violence Against Women.

Gender Responsive Development – refers to the improvement of the quality of life of all regardless of age, sex, gender, tribe, race, creed and religion which is characterized by an enrichment of Filipino indigenous resources, sustainable utilization of the natural resources of the country and freedom from dependency.

Gender Sensitivity Training – refers to a critical process of learning and unlearning by an individual, female and male, of the causes and effects of the culturally determined roles of women and men.

Home – refers to family abode where a person and/or his family seek refuge in abstract and/or in real sense of the word.

Sex – refers to reproductive physiological make up of a person.

Women – refer to natural persons of feminine gender regardless of age, color or creed;

Workplace – refers to the place or environment where a person engages in economic or gainful activities.

Terms not treated in this Section shall have a meaning or definition in accordance with existing related laws or if none, in accordance with the definition of the Webster dictionary.

CHAPTER II

DEVELOPMENT CONCERNS& STATUTORY PROHIBITIONS

Article I - VIOLENCE AGAINST WOMEN AND CHILDREN

Section 6. Violence Against Women Defined – Any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such act, coercion, or arbitrary deprivation of liberty, whether occurring in public or private life as defined in the UN Declaration on the Elimination of Violence Against Women.

Violence Against Women shall include but is not limited to:

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

Section 7. Sexual Abuse Defined – Sexual abuse shall include but is not limited to the following:

- a. When a man inserts or attempts to insert his penis into the mouth, genital or anus of a woman under any of the following:
 - 1) through force, threat or intimidation;

- 2) by means of abuse of authority or relationship;
 - 3) when the offended party is deprived of reason or is otherwise unconscious;
 - 4) when the offended party is below twelve years old, even though none of the above circumstances is present.
- b. When a person who inserts part of his or her body other than the sexual organ, or who introduces any object or instrument into the genital or anus of a woman under any of the situations stated in paragraph 1.
 - c. When a person subjects another to have sexual intercourse with an animal under any of the circumstances stated in paragraph 1 or through any abnormal, unusual or ignominious sexual act.
 - d. Sexual abuse in intimate relationships consisting of any form of forced sexual act by a partner to the other within intimate relations as defined in the Anti-Rape Law of 2001, such as those between women relations, married or unmarried, legally separated or separated in fact.
 - e. Incestuous abuse committed by any person who has authority over a person by virtue of consanguinity and/or affinity such as those perpetrated by father, mother, grandparent, brother, sister, whether whole or half-blood; an uncle, aunt, nephew or niece, or cousin to the 4th degree.

Section 8. Partner/Wife Abuse and Battering Defined – Battering is any single or sporadic acts of violence which shall include the repeated and habitual cyclic pattern as means of intimidation and imposition of the batterer's will and control over the survivor's life. It constitutes the following kinds of behavior but is not limited to:

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

Section 9. Trafficking in Women Defined – It is a covert or overt recruitment of women into the sex trade industry. It includes new forms of sexual exploitation such as sex tourism, the illegal recruitment for domestic labor to work in developed countries, and organized marriages

between women from third world countries and foreign nationals, promoting or initiating a system in which women become movable properties and objects of exchange. Trafficking in women shall include the following but is not limited to any person or association, cult, religion, or organization or similar entities to commit the following acts:

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

Section 10. Mail-order Bride Defined – It is a practice where a woman establishes personal relation with male-foreign nationals via mail, electronic or similar means upon recruitment by an individual or agency for the purpose of exploiting women in guise of marriage.

Section 11. Sexual Harassment Defined – It is a form of misconduct involving an act or a series of unwelcome sexual advances, requests for sexual favors, or other verbal or physical behavior of a sexual nature, made directly or indirectly. Sexual harassment shall be unlawful in the employment, education or training environment as prescribed in RA 7877.

Section 12. Other Forms of Sexual Harassment – Other than the definition provided by RA 7877, the following constitute sexual harassment some of which are covered by the Revised Penal Code under Acts of Lasciviousness:

- a. Persistent telling of offensive jokes such as green jokes or other analogous statements to someone who finds them offensive or humiliating;
- b. Taunting a person with constant talk about sex and sexual innuendoes; displaying offensive or lewd pictures and publications in the workplace;
- c. Interrogating someone about sexual activities or private life; during interviews for employment, scholarship grant of any lawful activity applied for;
- d. Making offensive hand or body gestures at someone;
- e. Repeatedly asking for dates despite verbal rejection;

- f. Touching, pinching or brushing up against someone's body unnecessarily or deliberately;
- g. Kissing or embracing someone against her will;
- h. Requesting sexual favors in exchange for a good grade, obtaining a good job or promotion, etc.;
- i. Cursing, whistling or calling a woman in public with words having dirty connotations or implications which tend to ridicule, humiliate or embarrass the woman such as "puta", "peste", "pokpok";
- j. Other unnecessary acts during physical examinations;
- k. Requiring women to wear suggestive or provocative attire during interviews such as job hiring, promotion, admission; and
- l. Any expression of gender bias against a person with the intention to embarrass, humiliate, stigmatize.

Section 13. Pedophilia Defined – It is a form of sexual perversion where children are preferred victims for intercourse. It shall include the following acts but shall not be limited to the following:

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

Section 14. Commercial Exploitation Of Women/Men And Girls/Boys – It shall be unlawful for any person to sell or market women's and girl's bodies in various forms of packaging. These include but are not limited to the following:

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

Section 15. Non-discrimination of Gays, Lesbians, Bisexuals and Transgender – It shall be regarded a violation of human rights to discriminate against any person on the basis of her/his sexual preference or orientation for employment, participation in city development programs and projects, and/or other family or community activities. Every person's right to her/his sexual preference shall be respected and protected.

Article II - INSTITUTIONAL MECHANISMS TO SUPPORT GENDER AND DEVELOPMENT

Section 16. Creation, Powers and Functions of the Gender and Development Focal Point System of The Province of Nueva Ecija – There shall be created a Gender and Development Focal Point System (GFPS) in the Province of Nueva Ecija, to be constituted in accordance with the structure and composition provided for in the Implementing Rules and Regulations of the Magna Carta for Women (MCW) as follows:

Executive Committee

Chairperson: Provincial Governor

Co-Chair: Chairperson of the Sangguniang Panlalawigan Committee on Women and Family Affairs

Members:

Chairperson of the SP Committee on Appropriations

Provincial Administrator

Provincial Planning & Development Coordinator

Provincial Accountant

Provincial Social Welfare & Development Officer

Provincial Health Officer

Provincial Budget Officer

Provincial Treasurer

Provincial Cooperative Development Officer

Provincial Trade & industry Officer

Provincial Agriculturist

Provincial Engineer

Provincial Assessor

Provincial Human Resource Management Officer

Provincial Environment and Natural Resources Officer

Tourism Officer

Public Information Officer

Association of Barangay Captains Provincial Federation President

Sangguniang Kabataan Federation President

Representative from the PNP Women's Desk

One representative from the following sectors to be appointed by the Governor:

- Indigenous People,
- Religious Sector
- Private sector
- Academe
- Civil Society Organizations
- Women associations

Technical Working Group

Key staff from various Provincial offices/departments represented in the GFPS Executive Committee

Representative from the Office of the Governor

Members from the private sector, academe and civil society organizations as appropriate

16.1 General Functions of the GFPS – The GFPS shall ensure the promotion of gender equality in all facets of community activities and local governance in Nueva Ecija and is primarily responsible for ensuring the sustained implementation of this Provincial GAD Code. To achieve these, it shall perform the following powers and duties:

- a. Ensure the mainstreaming GAD perspectives in LGU policies, plans and programs;
- b. Assist in the formulation of new policies and statutes in advancing women's empowerment, gender equality and gender mainstreaming;
- c. Institute appropriate systems and mechanisms to ensure the generation, processing, review, and updating of sex-disaggregated data or GAD database to serve as basis in performance-based and gender-responsive planning and budgeting;
- d. Coordinate efforts of different divisions/offices/units of the LGU and advocate for the integration of GAD perspectives in all their systems and processes;
- e. Spearhead the preparation and monitoring of the implementation of the provincial GAD Plan and Budget, this Code and other GAD related policies and programs;
- f. Lead the preparation of the annual GAD Accomplishment Report (GAD AR) and other GAD reports that may be required by oversight agencies;
- g. Pursue and strengthen linkages with concerned agencies, organizations, women and gender advocates, civil society groups and private organizations working on women's rights and gender and development towards harmonizing and synchronizing GAD efforts at various levels of local governance;

16.2 Responsibilities of the GFPS Executive Committee (GFPS Execom). The GFPS Execom shall undertake the following functions:

- a. Provide policy advice to the Governor to support and strengthen the GFPS and its gender mainstreaming efforts;
- b. Direct the identification of GAD strategies, PPAs and targets based on the results of gender analysis and gender assessment, taking into account the identified priorities of the province and the gender issues and concerns faced by its constituents and employees;
- c. Ensure the timely submission of the Provincial GPB, GAD AR and other GAD-related reports to appropriate oversight agencies;
- d. Ensure the effective and efficient implementation of the GAD PPAs and the judicious utilization of the GAD budget;
- e. Build and strengthen the partnership of the LGU with concerned stakeholders such as women's groups or CSOs, national government agencies, GAD experts and advocates, among others in pursuit of gender mainstreaming;
- f. Recommend awards and/or incentives to recognize outstanding GAD PPAs or individuals who have made exemplary contributions to GAD.

16.3 Responsibilities of the GFPS Technical Working Group. The TWG shall:

- a. Facilitate the implementation of the gender mainstreaming efforts of the province through the GAD planning and budgeting process;
- b. Formulate the Provincial GAD Plan and Budget response to specific gender gaps, issues and challenges faced by its clients, constituents and employees on the basis of gender audit, gender analysis and/or review of sex disaggregated data;
- c. Assist in capacity development of and provide technical assistance to provincial offices and departments in regards to GAD-related programs and initiatives and whenever necessary, to other offices and units operating within the province.
- d. Lead the conduct of advocacy initiatives and information dissemination that will enhance appreciation and critical support of local officials, staff and relevant stakeholders to the activities of the GFPS and to gender mainstreaming.
- e. Monitor the implementation of GAD-related programs, projects and activities in their respective offices and suggest measures to improve the same.
- f. Prepare and consolidate the GAD Accomplishment Reports.
- g. Provide regular updates and recommendations to the Chairperson or the GFPS ExeCom on GFPS activities and the implementation and progress of GAD Programs and projects.

Section 17. Gender and Development Resource and Coordinating Unit—There shall be established a Provincial Gender and Development Resource and Coordinating Unit (PGAD-RCU) under the Office of the Governor that shall be responsible for providing technical and administrative support to the GAD-FPS in implementing this Ordinance and gender mainstreaming activities in the province of Nueva Ecija.

17.1 Functions and Responsibilities. The PGAD-RCU shall serve as the lead Convenor and Secretariat to the Provincial GFPS. It shall provide administrative, technical, operational and coordinative support to the body and shall:

- a. Assist the GFPS and the Execom in the preparation and monitoring of the GAD Plans, Budget and PPAs of the provincial government, its departments/units and whenever possible, that of city/municipal governments and stakeholder agencies;
- b. Advocate gender equality and women empowerment
- c. Coordinate and mobilize with partner agencies and relevant stakeholders for gender mainstreaming at the local level.
- d. Undertake continuing research, policy studies, and documentation of best practices on Gender and Development as inputs to the conceptualization, development, assessment and evaluation of GAD-related initiatives and advocacy measure of the Nueva Ecija Provincial Government.
- e. Perform capacity building activities for GAD mainstreaming such as GAD/gender sensitivity orientation, gender-responsive planning and budgeting, gender diagnosis of programs/projects, and gender based information system;

- f. Assist the GFPS in information dissemination and awareness building and as needed, in the production of information–education–communication tools and advocacy materials.
- g. Establish and maintain a functional, centralized knowledge center/databank on gender-related information;
- h. Assist in establishing a GAD Focal Point mechanism in all departments/offices within the provincial government and component LGUs for better coordination and monitoring;
- i. Facilitate the holding of women's assemblies for consultation of issues; and for the registration and election of women NGO/PO representatives to the GFPS;
- j. Recommend and facilitate the provision of applicable assistance to women and children especially in difficult circumstances;
- k. Evaluate and monitor the GAD program and accomplishments of the Province;
- l. Undertake all other work required for the effective and efficient discharge of the GAD Focal Point functions;

17.2 Staffing – The PGAD-RCU shall be staffed from the existing personnel of the Nueva Ecija Provincial Government. The Provincial Governor shall designate personnel to the GAD-RCU in accordance with a duly prepared and approved organizational and staffing pattern to be developed in consultation with the GFPS.

17.3 Reporting System – The PGAD-RCU shall submit an annual report to the Provincial Governor within one (1) month after the end of the calendar year and every year thereafter. Relevant reports shall likewise be submitted to oversight and other concerned agencies.

Article III -INTEGRATED GENDER AND DEVELOPMENT PROGRAMS

Section 18. Gender Sensitivity Orientation and Trainings – All schools, offices, establishments or companies, departments or agencies within the Province of Nueva Ecija, public or private, in coordination with the PGAD-RCU shall provide gender sensitivity trainings to their officials, employees and students to equip them with theoretical and practical knowledge on gender issues and concerns. Likewise, all establishments, offices, schools, colleges and universities shall develop assessment tools for gender biases.

Section 19. Support to Gender Studies – The Provincial GFPS through the PGAD-RCU shall plan, implement and mobilize resources for gender-related researches and policy studies which shall form part of the GAD database.

Section 20. Popularization of Gender-Fair Materials – There shall be an active promotion of the use and publication of gender-fair materials in popular forms in the Province of Nueva Ecija.

Section 21. Community-Based Environment Plans and Programs – Both men and women shall participate in pollution control, zero-waste technology development and management, preservation of the forest, marine and aquatic resources and indigenous reforestation in deference with the indigenous people.

Section 22. Gender-Sensitive Sustainable Development and Risk Reduction and Management Programs – The Provincial Government shall promote the active involvement and participation of men, women, youth and able-bodied senior citizens in the sustainable development, management, protection and preservation of the environment, Men and women shall play an active role in environmental impact assessment of projects and must equally partake in climate change adaptation, disaster risk reduction and decision making processes of the community.

Section 23. Budget for Basic Social Services – The Provincial Government and its component LGUs down to barangay level shall appropriate from available sources of fund an amount for the provision of basic services to women and children in difficult circumstances.

Section 24. GAD Capacity Enhancement Program – The conduct of GAD trainings and interventions, focused on the women's economic empowerment and inclusive local development, shall be provided for Provincial Government officials and personnel and in all component LGUs of the Province.

Section 25. Gender-Sensitive Planning – The provincial Government and all component LGUs shall endeavor to achieve a gender-sensitive comprehensive development and use plans that shall, among others, take the following into consideration:

- a. Development plans, policies and programs shall mainstream gender concerns and intensify awareness thereof;
- b. Development shall contribute to women empowerment, equality and social progress;
- c. Development shall safeguard the family as the basic social institution;
- d. Women shall be provided active and expanded role in development planning, implementation, monitoring and evaluation;
- e. Disaster preparedness and relief and rehabilitation programs should ensure the rights and welfare of women and children;
- f. Development should duly consider the rights of women to health, education and sources of livelihood;

Section 26. Support to Overseas Filipino Workers (OFW) – The Provincial Government of Nueva Ecija, through the Public Employment Services Office and in coordination with other concerned agencies shall:

26.1 For monitoring purposes, establish and maintain an updated database of legitimate placement agencies and of Novo Ecijano overseas contract workers especially those who have been victims/survivors of abuse.

26.2 Conduct pre-employment orientations/briefings and provide appropriate support and interventions to affected OFWs and their families.

Section 27. Investment and Loans – The Nueva Ecija Provincial Government, in coordination with component LGUs and the financial sector, shall endeavor to provide women with access to financial and technical assistance necessary to promote economic empowerment and local economic development.

Section 28. Training on Non-Traditional Occupation – Women shall be accorded opportunity to develop and acquired skilled on non-traditional occupation or trades appropriate for gainful employment or livelihood undertaking.

Article IV - HEALTH SERVICES

Section 29. Statement of Policy – No woman shall be denied basic health and services such as those declared by World Health Organization as necessary to respond to basic health needs especially those that relate to maternal health care on purely financial grounds or lack of access thereto.

Section 30. Program for Women's Health – The provincial government and all component LGUS, shall ensure, through their respective Health Offices, that there is a continuing program on the promotion of women's health and related services with allocated resources for their implementation.

Section 31. Women's Right to Reproductive Health – Women's decision to prevent and control pregnancy without necessarily resulting to abortion shall be given appropriate support and guidance by all health, professionals, private and public at very minimal cost.

Section 32. Reproductive Health Care – The reproductive healthcare approach shall be adopted at all levels of health care delivery. Such approach shall integrate issues not traditionally considered central to population such as sexuality; reproductive tract infection; gender power relations and domestic violence shall be limited to family planning and child bearing or safe motherhood and shall not be limited to family planning and child bearing.

Section 33. Gender Fair Health Care Service Delivery – The Provincial Government shall ensure that health care services provided by all local government units and healthcare institutions within its territorial jurisdiction are not discriminatory and shall be accessible to all women and men regardless of age, sex, creed, religion, ethnicity and political affiliation.

No hospital in the Province shall deny women and men living below the poverty line of reproductive health services. A certificate of indigency shall be issued by the Punong Barangay for the purpose of verification. In case of emergency, a social worker or any authorized personnel shall be designated to conduct rapid appraisal of the socioeconomic status of the patient for admission purposes. The Provincial government shall endeavor to ensure the regular expansion and upgrading of its health care facilities to ensure inclusive access to basic health services.

Section 34. Promotion of Programs on Access to Safe Water – The Provincial Government shall advocate and support LGUs on their initiatives to provide safe access to safe water supply through the implementation of potable water system projects. Appropriate water systems shall be installed to ease women's workload brought about by the lack of this facility.

Section 35. Protection Against Drug Abuse – The provincial government shall endeavor to promote multi-sectoral engagement and support in the continued campaign against drug abuse and proliferation of prohibited drugs.

Article V - EDUCATION AND TRAININGS

Section 36. Statement of Policy – The provincial government shall endeavor to improve women's access to formal, non-formal and technology-based education and training programs.

Section 37. Women Literacy and Adult Education – In cooperation with the Department of Education and the city/municipal governments, non-formal education classes or the alternative learning system for all shall be held in identified schools in the Province to facilitate working persons' and Indigenous People's access to education. Anyone desiring to engage in functional and practical education shall be enlisted in the adult education program which shall be set-up in every city/municipality.

Section 38. Gender Fair Curricula & Instructional Materials – The Provincial and the independent City Schools Divisions within the Province of Nueva Ecija shall jointly ensure that all educational materials developed by school officials and the private sector are gender-fair and do not portray stereotyping of roles for men and women or boys and girls. They shall conduct, through the Local School Boards, a regular monitoring and review of existing educational materials to ensure that these are gender sensitive and gender fair,

The province shall also encourage all public and private schools in Nueva Ecija to promote gender-sensitivity in their subject/course curriculum and gender-fair socialization for their students. The respective schools division shall also ensure that all school officials, school counseling and career education programs are gender responsive.

Section 39. Promoting Gender-sensitive Education Programs and Services – All schools, offices, establishments or companies, departments and agencies including barangay officials of the local government shall initiate gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender justice.

Section 40. Gender-responsive Non-Formal Education for Youth and Adults – Whenever possible, the DepEd Schools Divisions shall, in coordination with Technical Education Services Development Authority (TESDA), other training institutions and Non-Government Organizations, shall conduct non-formal classes for women and men desiring to engage them in functional and practical education, to be held in barangay high schools or barangay multi-purpose centers.

Section 41. Special Education for Differently-Abled Women – The provincial government shall ensure that all interested differently-abled women of the province shall have access to special education programs.

Section 42. Scholarship Program – The Provincial Government shall institutionalize its scholarship programs for poor but deserving students and shall not disqualify married women and mothers with infants. It shall encourage all city/municipal governments to do the same.

Article VI - LABOR, EMPLOYMENT AND ECONOMIC OPPORTUNITIES

Section 43. Statement of Policy – The Province shall ensure that all departments, offices, agencies and LGUs shall engage in and expand their socio-economic programs to include women as beneficiaries and shall implement programs and projects designed to further capacitate women and enable them access to socio-economic opportunities.

Section 44. Equal Access to Employment and Training Program – No one shall be denied the opportunity for training and employment on account of gender, age, ethnicity, creed, religion and civil status, as guaranteed by the Labor Code of the Philippines as amended.

Section 45. Promoting Gender Balance at All Levels of Local Government Positions – The Provincial government shall promote gender balance or equal proportion of qualified women and men for opportunity to key positions at all levels of local governance –municipal and barangay whether elective or appointive. This shall form part of the effort to eliminate barriers to women's participation in the public sphere.

Section 46. Non-discrimination in Employment – All institutions and establishments and their employers shall implement non-discriminatory policies especially women employees/workers with respect to terms and conditions of employment, such as payment of lesser compensation, including wage, salary or other forms of remuneration and fringe benefits to women employees/workers compared to male employees/workers for work of equal value.

Section 47. Wage and Benefits – Every employer shall comply with at least the minimum wage as prescribed by the Regional Wage Board and shall grant all benefits to all employees such as

maternity/paternity leave, sick and vacation leave, retirement, termination and other benefits provided by law, provided that employees shall have met the qualifications required.

Section 48. Mechanism to Monitor Compliance with Labor Laws – The Provincial Government, in coordination with the municipal/city governments, the Department of Labor and Employment (DOLE), the Civil Service Commission (CSC) and other concerned agencies, shall establish mechanisms to monitor all offices, agencies and establishments operating within the province to ensure their strict compliance with the Labor Code and other provisions of existing laws especially those pertaining to children, women and labor.

Section 49. Social Security/Protection for Workers and Employees – All local government units shall encourage the compliance of the provision in Section 24 (g) of the Social Security Act of 2007, by sustainable/stable business establishments operating within each city/municipality.

Section 50. Facilities and Support Systems for all Employees – The Provincial Government of Nueva Ecija shall ensure the safety and health of women employees. In appropriate cases, employers shall provide facilities such as separate toilet rooms, lavatories and lounge for men and women, a dressing room for women and Early Childhood Care Center, child rearing and breastfeeding rooms in the workplace for working parents.

Section 51. Healthy and Gender Fair Work Environment – The Province shall ensure that the workplace, public or private, provides equally between men and women in all aspects of their employment. For this purpose, employers are encouraged to provide employees the proper facilities such as rest area and seats during break time and while at work.

Section 52. Gender-Sensitive Physical Plan – A physical plan appropriate for a gender-sensitive environment shall be adopted by all offices, agencies and establishments or companies which shall help prevent health and safety hazards, sexual harassment, sexual abuse, hazards and other forms of maltreatment in the workplace.

Section 53. Employment Assistance Program–The Provincial Government, through the local PESO and in cooperation with the Department of Labor and Employment (DOLE), the Technical Education and Skills Development Authority (TESDA) and other concerned agencies, shall endeavor to assist poor students, the unemployed and the underemployed in securing gainful employment.

Section 54. Province-wide Registration of Household-based Workers – The Nueva Ecija Provincial Government, through the City/Municipal Governments and the respective Barangay Councils, shall require employers to register their household helps for purposes of monitoring maltreatment and abuses in the workplace and to ensure the safety of workers from untoward incidence of burglary and other forms of criminalities. Employers must also provide their household helps a day-off and social protection at terms and conditions mutually agreed by both parties concerned.

Section 55. Spousal Support–Women and their children are by law entitled to spousal support. For this purpose, all agreements or settlements arrived at the barangay level relative thereto shall be final and executory. Any modification of the agreement or settlement shall be allowed only if the same is advantageous to the children.

Article VII - POLITICAL AND PUBLIC SPHERE OF WOMEN AND CHILDREN

Section 56. Statement of Policy – The Province shall ensure the fundamental equality before the law of men and women open and afford their rights, privileges and opportunities as enshrined in the Constitution and all applicable laws.

Section 57. Self-Organization of Women – The Province of Nueva Ecija shall encourage the formation of women's organizations through the formation of community-based organizations at

the city/municipal and barangay levels and shall refer and facilitate their accreditation with the local Sanggunians.

Section 58. Participation of Women in Local Governance – To facilitate, widen and enhance the participation of women in local government decision making and administration, the provincial, municipal and city governments shall encourage and promote the participation of women in all mandatory special bodies, councils and committees. They shall likewise ensure that women sector representative/s is/are appointed to the respective Development Councils, provided that these women's organizations shall submit for accreditation with the local Sanggunians or apply for recognition by the Barangay Council, as required for an organization's membership in mandated local special bodies.

Section 59. Electoral Participation of Women – The Provincial Government shall ensure that all qualified women and men shall have equal opportunity to assume key position at all levels of local government whether elective or appointive. This shall form part of the Province's efforts to eliminate barriers to women's participation in the public sphere.

Section 60. Pertinent Observances – The Provincial Government shall enjoin and encourage all local government units, public and private offices and establishments within its territorial jurisdiction to partake in the coordinated observance and commemoration of pertinent GAD-related observances and celebrations including the following:

- a. As declared by the United Nations, March 8 as International Women's Day
- b. Day of Action on Breast Cancer Awareness every third week of March
- c. May 28 as International Day of Action for Women's Health
- d. Pursuant to Presidential Proclamation No. 267 dated September 30, 1993, the month of October as National Children's Month
- e. November 19 as International Men's Day
- f. Elderly Filipino Week on first week of October per Presidential Proclamation No. 470
- g. November 25 – December 10 as International Week of Action Against Gender-based Violence culminating on the International Human Rights Day.
- h. National and World Teachers' Day
- i. Month of Overseas Filipinos and International Migrants Day

The Province shall encourage relevant stakeholders to initiate and undertake relevant programs and activities in celebration thereof.

Section 61. Annual GAD Summit – The Provincial government shall hold and convene a Provincial GAD Summit at least once every year to gather all stakeholders for the renewal of commitment and the discussion and consolidation of issues, challenges and recommendations for the strengthening of gender mainstreaming in the development efforts of the Province of Nueva Ecija.

Article VIII -SUPPORT SERVICES

Section 62. Support Programs to Survivors of Violence–The Provincial Government shall endeavor to ensure the provision of immediate support services to women and children who are victims of abuses and violence. Support services shall consist of the following but not limited to

legal, medical, psychosocial, shelter and other forms of support services provided by local government units and other applicable agencies.

Section 63. Psychological Program – Women and children who are survivors of all forms of violence shall be enlisted in psychosocial programs to be carried out by the PSWDO, PHO, LGUs and other related agencies.

Section 64. Survivors' Support Group – Victims of abuse and violence may voluntarily agree among themselves to establish a support group as they may feel necessary with the assistance of duly qualified professionals of their choosing. All investigations/hearing involving rape cases and other forms of violence against women and children conducted in the police stations, prosecutor's 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 65. Women's and Children's Protection Desk (WCPD) – The Provincial Government, through the Nueva Ecija Provincial Police Office (NEPPO), shall establish and maintain the women and children's protection desk to be handled by women police officer duly trained on GAD. All police stations within the province shall allocate a separate room for the WCPD which will handle and attend to complaints and protective concerns involving women and children.

Section 66. 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 67. Support Services for Women in the Entertainment Industry – Women engaged in legitimate occupations in the entertainment industry such as singers, stage performers/actresses, bar girls and receptionists, shall be recognized as wage earners and they shall receive a minimum wage and benefits afforded to women workers and shall render services as set in the job contract and only in the lace of work as specified in the business permit of the establishment concerned. It must be emphasized that employing minors in the entertainment industry is prohibited in accordance with RA 7658.

The provision of socio-economic support services for women in the entertainment industry shall also be encouraged to concretely respond to their practical needs. The Provincial, City and Municipal governments, through the PSWDO, PCEDO, PESO and their local counterparts shall, from available funds, make available alternate sources of income and livelihoodto women engaged in entertainment industry or places of amusement.

Section 68. Medical Routine Check-up – Medical routine check-up and medicines if needed at socialized rates shall be afforded to women in the entertainment industry and those engaged in places of amusement by the local Health Offices through the Rural Health Units (RHUs).

Section 69. Police Operations in Entertainment Establishments – All police operations or raids conducted in any entertainment establishment within the province must be undertaken with utmost care and respect for human rights. Police officers shall not take this opportunity for sexual exploitation of or extortion from entertainers and other concerned parties. Violation of this provision is punishable under the Revised Penal Code and other related laws.

Section 70. Continuing Education Against Sexual Harassment – To foster a culture against sexual harassment, all government or private agencies and offices within the jurisdiction of the Province shall conduct a continuing education against sexual harassment. For this purpose, the Provincial/City/Municipal Social Council for the Protection of Women and Children shall work to ensure that:

- a. Local workers are given proper orientation on harassment and other gender issues and concerns in the workplace.
- b. The provisions of RA 7877, otherwise known as the Anti-Sexual Harassment Law, and other provisions of the Labor Code affecting women are faithfully implemented, especially the formulation of the necessary policies and procedures in resolving complaints for sexual harassment.
- c. Tools for Assessment and Strategies against gender bias are designed and established.

Section 71. Gender-Responsive and Child-friendly Pre-Schools – The Provincial government and its component local government units shall endeavor to ensure that child-friendly and gender responsive child day care/minding centers are set up in every barangay to provide parents support facilities for the care of their children when they go to work or school. The centers shall ensure that the basic early child education curriculum in the centers promote gender fair socialization; encourage both fathers and mothers to participate in the development, care and nurturing of their children; and that the boys and girls in the center are able to learn to respect the rights of all children to the full enjoyment of their childhood and their rights.

Section 72. Support to Household-based Workers and Women in the Informal Sector – The Province shall ensure that social protection shall be accorded to women working in the informal economy including women vendors, sewers, house help, laundry workers, and related occupation based on a decent work framework.

To promote the welfare of locally employed domestic workers, the Province shall engage in an active advocacy and enforcement of social protection mechanisms as provided under Republic Act No. 10361 or An Act Instituting Policies for the Protection and Welfare of Domestic Workers including the execution of a written employment contract between the employer and the “kasambahay”; minimum wage; health and safety standard; compulsory coverage to social protection such as SSS and PhilHealth; the adoption of standards for employment of working children and protection from unjust termination of employment. Likewise, the domestic workers shall be informed of their rights and encouraged to avail of social security benefits and employee’s compensation benefits and PhilHealth benefits, upon proper documentation and registration with the Social Security System and PhilHealth, respectively.

The Province, through the City/Municipal Government and the Barangay Councils shall endeavor to conduct an inventory of all women involved in the informal sector for consultation and provision of appropriate support services therefor.

Section 73. Medico-Legal Services for Women and Children – The Provincial Government, through its hospitals shall facilitate medico-legal services to attend to the special medical needs of women and children. It shall enjoin all city/municipal government and local hospitals to do the same.

Section 74. Support to Persons in Detention – Separate detention cells shall be provided for men and women inmates, where their privacy is fully protected and where they can pursue beneficial activities. They shall also be supported through the speedy trial of their cases and through appropriate programs that are responsive to their specific needs and problems while in detention.

Section 75. Women and Children in Disasters/Calamity Circumstances – As vulnerable groups, women, children and senior citizens shall be given priority attention and services in cases of disasters and calamities.

CHAPTER III

MISCELLANEOUS AND PENAL PROVISIONS

ARTICLE I -WOMEN AND CHILDREN' RIGHTS

Section 76. Violence Against Women – Any violator of this Code as stipulated in Section 1, Art. I, Chapter 2 shall be penalized in accordance with the provisions of the Revised Penal Code.

Section 77. Sex Trafficking – Penalties for the acts defined under Section 9, Art. I, Chapter II of this Code shall mete the penalties provided under the Revised Penal Code and prevailing pertinent laws and regulations.

Section 78. "Beauty" Contest – Beauty contests which commodify, abuse, humiliate and treat men and women as sex objects shall be strictly prohibited in schools, communities, barangays, municipalities and by the Provincial Government in connection with the special celebration, but in their stead, the projection of women's strengths and potentials, especially with regard to indigenous and culturally relevant forms. Organizers of the beauty contest violating this provision shall be subject to a penalty consisting of the following:

1. For business organizations:
 - a. Cancellation of business permit.
 - b. Fine of Php5,000.00
 - c. Others, as prescribed in the implementing rules and regulations of this code.
2. For representatives of agencies, departments or the local government units:
 - a. Suspension for one month without pay
 - b. Fine of Php5,000.00
 - c. Others as maybe prescribed in the implementing rules and regulations of this Code.
3. For educational institutions, charity or welfare organizations:
 - a. Fine of Php5,000.00 and
 - b. Others as may be prescribed in the implementing rules and regulations of this Code.

Section 79. Prohibition of Printing, Publication, Display and Distribution of Pornographic Scenes on Movie/TV, Trailers/Shows, Posters, Billboards and other Materials and Similar Literature – Printing, publication, display and distribution of pornographic scenes on movie/TV, trailers/shows, posters, billboards, literature and other visual materials which treat women as sex objects and commodities shall be prohibited. Violation of this pursuant to Presidential Decree 960 and 969 provisions is subject to a penalty of one year imprisonment or a fine of Php5,000.00 or both and for a juridical entity, cancellation of business permit and a fine of Php5,000.00.

Section 80. Pornographic and Indecent Shows – Any person or agency which engages in shows depicting men and women as sex objects in private or public place or under scandalous circumstances shall be prosecuted under the Revised Penal Code, particularly under PD 969 or other appropriate law.

Section 81. Live Shows – It shall be unlawful to influence or force a woman to dance or do naked shows in public or private places for commercial or entertainment purposes. A penalty of one year imprisonment and a fine of Php5,000.00 shall be imposed.

Section 82. Selling, Renting/Lending Pornographic Materials – It shall be unlawful to sell or lend pornographic materials. Violators shall pay a fine of Php5,000.00 and an imprisonment for six months plus confiscation and burning of pornographic materials.

Section 83. Fund-Raising Initiatives – All fund-raising initiatives, whether in whole or in part, integrated in any raffle, draw, benefit or disco dance, premier showing of movies, or any similar fund-raising undertakings where women are used as donor prize, substitute for prizes won, a companion package for an award, prize, or recognition, or any manner, activity, come-on display, or exhibition which depicts a woman as central, partial, or special focus in order to raise funds shall be strictly prohibited. Violators of this provision shall pay a fine of Php5,000.00 or imprisonment of six (6) months, or both, at the discretion of the Court.

Section 84. Pedophilia – Any act falling under the definition of pedophilia stipulated in Section 13, Art. I, Chapter 2 shall constitute a violation of this Code. Any violator of this provision shall be penalized in accordance with the Revised Penal Code and shall be punishable as follows:

- a. When the offender shall have sexual intercourse with a boy or a girl, he/she shall be sentenced to the penalty for Acts of Rape as provided by this Code;
- b. When the offender shall have anal intercourse with a boy or girl, he/she shall be sentenced to a minimum of six months of imprisonment or in accordance with existing law or at the discretion of the court;
- c. When the offender commits other pedophilic act, he/she shall be punished by an imprisonment of at least three (3) months or in accordance with existing laws or at the discretion of the court, provided that said penalty shall be imposed in its maximum period if the offended party is a girl.

Section 85. Additional Penalties for Pedophiles – The following additional penalties shall apply:

- a. Payment of moral damages to the offended girl or boy or her/his parents;
- b. If the offender is an alien, deportation after serving one's sentence and paying his civil liabilities; he shall also be barred from re-entering the Philippines.

Article II - CULTURAL IDENTITY OF WOMEN

Section 86. Indigenous Cultural Practices – Indigenous women shall be allowed enrolment in schools and colleges and enjoy employment opportunities without prejudice to their birth and marriage rituals where no birth and marriage certificates are issued as evidence of such life events. A fine of Php5,000.00 shall be imposed for failure to comply with this provision.

Article III - LABOR AND EMPLOYMENT

Section 87. Equal Access to Job Training and Promotion – No woman shall be deprived of job training and promotion on account of her gender, age, ethnicity, creed, religion and civil status. Violations by private employers shall constitute a fine of Php5,000.00 and cancellation of business permit or as prescribed by the Court. Government unit or agency head of office is liable with the penalty of three months suspension and a fine of Php1,000.00

Section 88. Wage and Benefit for Women – Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or passed by the Congress and shall grant all benefits to all women employees such as maternity leave, sick and vacation leave, retirement, termination and other benefits provided by law. Violation by private employers shall constitute a fine of Php5,000.00 and cancellation of business permit or as prescribed by the Court. Government Unit or agency head of office is liable with the penalty of a three-month's suspension and a fine of Php1,000.00.

Section 89. Facilities and Support Systems for Women – The Local Government of Nueva Ecija shall ensure the safety and health of women employees. In appropriate cases, it shall require employers to:

- a. Provide seats proper for women 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 their efficiency in work;
- b. Establish separate toilet rooms, lavatories and lounge for men and women and provide at least a dressing room for women;
- c. Establish a crèche in a workplace for the benefit of the women employees therein; and
- d. Provide breast feeding centers for women in the workplaces.

Violation by private employers shall constitute a fine of Php5,000.00 and cancellation of business permit or as prescribed by the Court. Government Unit or agency head of office committing similar violation is liable with the penalty of a three-month suspension and a fine of Php1,000.00

Section 90. Reproductive Health Services – Big companies as well as labor intensive establishments shall provide reproductive health services to working women regardless of civil status. Cancellation of business permit or license to operate and a fine of Php5,000.00 shall constitute the penalty for violation of this provision.

Section 91. Orientation on Sexual Harassment – All local offices agencies and establishment or companies, government and private, in the province of Nueva Ecija shall conduct orientation on sexual harassment. Failure to comply with this provision shall be fine by not less than Php3,000.00. The head of office shall be held liable thru an administrative sanction.

Section 92. Gender-Sensitive Physical Plant – A physical plant appropriate for a gender-sensitive environment shall be adopted by all offices, agencies and establishments or companies, which shall help prevent sexual harassment, sexual abuse and other forms of abuse and other forms of maltreatment in workplaces. A fine of Php5,000.00 and suspension of business permit or license to operate for three months shall be imposed for failure to comply with this provision. For Local Government Department or Agency, an administrative sanction shall be imposed for which the Head of Office will be held liable.

Section 93. Barangay-Based Household Workers Help and Support – All Barangays in the province of Nueva Ecija shall conduct compulsory education for both house help and house help employers on gender sensitivity. An administrative sanction shall be imposed for non-compliance of this provision.

Article IV -HEALTH RIGHTS

Section 94. Socialized Reproductive Health Services for All Hospitals – All hospitals in the Province of Nueva Ecija shall offer equitable and affordable reproductive health services for all regardless of sex and social status. Non- compliance of the Hospital Officials of this provision shall be penalized by a fine of Php3,000.00.

Article V

Section 95. Gender Sensitivity Orientation and Training – All schools, offices, establishments or companies, department and agencies including barangay officials of the Local Government on Nueva Ecija shall initiate gender sensitivity orientation and training which shall equip them with theoretical knowledge on gender justice. Non- compliance of this provision shall require the concern party to pay a fine of Php5,000.00.

Article VI

Section 96. Violation of the Administrative Provisions – Any act or omission in violation of the administrative provisions of this code shall be dealt with accordingly and penalized with appropriate administrative/regulatory sanctions in accordance with existing laws or ordinances.

Article VII – TRANSITORY PROVISIONS

Section 97. Funding – An amount, at least five (5%) percent, of the total provincial budget shall be allocated to programs, projects and activities attributed as may be necessary to implement the provisions of this Code from any available source in the General Fund of the Province. Likewise, all city/municipal governments and barangay councils within the province, shall earmark at least 5% of their annual budgets for the realization of programs, projects and activities consistent with the purposes and provisions of this Code. Efforts shall at all times be directed to promote and encourage effective complementation of resources and harmonization of local efforts on Gender and Development.

Section 98. Rules and Regulations – The Provincial Governor with the assistance of the Gender and Development Focal Point System (GFPS) through the Technical Working Group assisted by the PGAD-RCU shall formulate the Implementing Rules and Regulations necessary to carry out the provisions of this Code.

Article VIII - FINAL PROVISIONS

SECTION 99. 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.

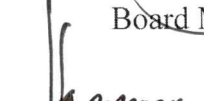
SECTION 100. Suppletory Clause. On matters not provided for in this Code, any existing applicable laws and their corresponding implementing rules and regulations, executive fiats and relevant issuances issued therefor shall apply in supplemental manner.

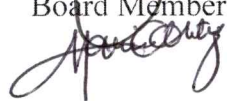
SECTION 101. Effectivity Clause. This Code shall take effect upon compliance of the mandatory posting and publication requirements prescribed under Republic Act No. 7160, otherwise known as the Local Government Code of 1991.

APPROVED.

JOSE GAY G. PADIERNOS
Vice Governor

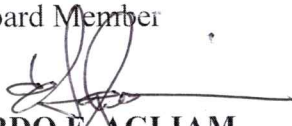

ROMMEL C. PADILLA
Board Member

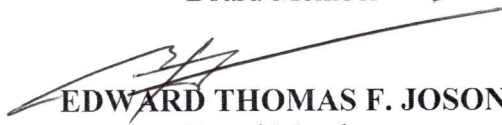

FROILAN C. NAGAÑO, JR.
Board Member


MARIO C. ORTIZ
Board Member


BELINDA E. PALILIO
Board Member


RAFAEL ANDREW R. VILLANUEVA
Board Member


EDGARDO F. AGLIAM
Board Member


EDWARD THOMAS F. JOSON
Board Member

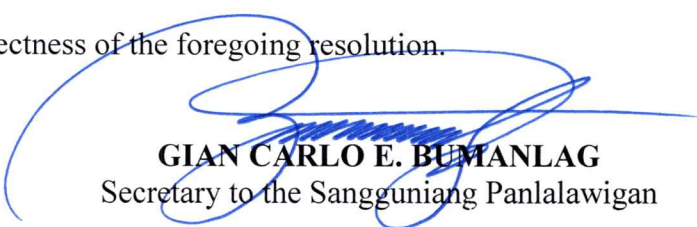

JOHN CARLO A. PATIAG
Board Member


JO-MARIO ANGELO E. MATIAS
Board Member-TPO


PETER MARCUS A. MATIAS
Board Member


ANDREW N. BISCALOG
Board Member

I HEREBY certify to the correctness of the foregoing resolution.


GIAN CARLO E. BUMANLAG
Secretary to the Sangguniang Panlalawigan

APPROVED:

CZARINA D. UMALI
Provincial Governor