



Republic of the Philippines
Tanggapan ng Sangguniang Panlungsod
City of Naga



ORDINANCE NO. 2003-045

AN ORDINANCE PROMULGATING THE WOMEN DEVELOPMENT CODE OF NAGA CITY, MANDATING THE IMPLEMENTATION OF COMPREHENSIVE AND SUSTAINABLE WOMEN DEVELOPMENT PROGRAM, CREATING THE IMPLEMENTING MECHANISMS THEREFOR, AND PROVIDING FUNDS FOR THE PURPOSE:-

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Be it ordained by the Sangguniang Panlungsod of the City of Naga that:

ARTICLE I - TITLE AND GENERAL PROVISIONS

SECTION 1. - TITLE. - This Ordinance shall be known as the “Women Development Code of Naga City.”

SECTION 2. - DECLARATION OF PRINCIPLES AND POLICIES OF THE LOCAL GOVERNMENT OF NAGA CITY. -

- 2.1 The Local Government of Naga City upholds the rights of women, believes in their worth, and protects their dignity as human beings;
- 2.2 The Local Government of Naga City recognizes women as full and equal partners of men in the development of our nation, sharing equally in the responsibilities, and enjoying equally in the fruits, thereof;
- 2.3 The Local Government of Naga City, in its commitment to the establishment of a national and international economic order based on sustainable and equitable growth, undertakes to facilitate the full development of women’s potentials towards the improvement of the quality of life for all;
- 2.4 The Local Government of Naga City, fully cognizant of women’s efforts towards empowerment and self-determination, shall vigorously pursue and implement gender-responsive development policies, design an integrated gender and development support systems, and implement measures to protect and promote their rights.

SECTION 3. - RELATED PRINCIPLES. - To facilitate the development of the full potentials of women, the following rights as defined and declared under the United Nations Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) are hereby declared under this Ordinance:

- 3.1. Women have the right to the prevention of, and protection from, all forms of violence and coercion against their person, their freedom, their sexuality, and their individuality.
- 3.2. Women have the right to freely and fully participate, individually or collectively, in the political processes of their communities and nation;
- 3.3. Women have the right to the means for assuring their economic welfare and security;
- 3.4. Women have the right to the necessary knowledge and means for the full exercise of their reproductive choice in accordance with the Constitution and their beliefs and preferences;
- 3.5. Women have the right to choose a spouse in accordance with their values and preferences, maintain equality in marriage or its dissolution, and receive adequate support for rearing and caring of their children;
- 3.6. Women have the right to an adequate, relevant and gender-fair education throughout their lives, from childhood to adulthood;
- 3.7. Women have the right to adequate nutrition, proper health care, and humane living conditions;
- 3.8. 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;
- 3.9. Women have the right to equality before the law, in principle as well as in practice.

SECTION 4. - DEFINITION OF TERMS. - As used in this Ordinance, the following terms shall mean, thus:

- 4.1. Gender – is a socially constructed difference between men on one hand, and women on the other. These differences evolved partly through socialization and partly through positive and negative differentiation of men from women or women from men by various institutions and structures of society.
- 4.2. Development – is the improvement of the quality of life of all regardless of age, sex, gender, tribe, race, creed and religion. It is characterized by an enrichment of Filipino indigenous resources, sustainable utilization of the natural resources of the country and freedom from dependency.
- 4.3. Discrimination against Women – any distinction, exclusion or restriction made on account of sex which has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise of the rights of women as human beings.
- 4.4. Gender Sensitivity Training/Education – is a structured process of learning and/or unlearning the culturally determined distinctions between women and men based solely on account of sex.
- 4.5. Commodification of Women – is a practice which puts women in a situation which results in the treatment of women as both commodities and objects of

consumption whereby women are presented as commodity for the satisfaction of one's sexual/physical desire or interest usually in exchange for money or goods.

- 4.6. Prostitution - is the act as defined under the Revised Penal Code of the Philippines and shall be recognized as a violation of human rights and exploitation of women who have no real choices for survival.
- 4.7. Mail Order Bride - is a practice where a woman establishes personal relations with male foreign national via mail or similar means upon recruitment by an individual or agency operating for the purpose;
- 4.8. Pornographic Scenes, Pictures, Publications and Indecent Shows - refers, but not limited to, nude still or motion pictures, publications, or shows which project and exhibit women as sex objects.
- 4.9. Entertainment Industry and Places of Amusement. – Establishments identified as places of amusement as defined in the Local Tax Code of Naga City, whether registered or not, and such other places of amusement not specifically enumerated or otherwise provided for in this Ordinance, including but not limited to night clubs or day clubs, cocktail lounges, disco houses, minus-one or sing along houses, bars or beer house/gardens, fast food centers showing displaying shows/films by direct hook up via satellite or cable, beach resorts, and other places of amusement where one seeks admission to entertain himself whether by seeing or viewing or by direct participation.
- 4.10. Survivor's Support Group – is an organized group of women or Non-Government Organization (NGO) with whom a woman-survivor of violence voluntarily agrees to establish a professional assistance relationship.
- 4.11. Reproductive Health.- As defined in the World Health Organization International Conference on Population and Development, reproductive health is a state of complete physical, mental and social well-being and not merely the absence of disease and infirmity in all matters relating to the reproductive system and to its functions and processes;
- 4.12. Differently-abled Women. Women survivors of physical impairment and have special needs and potentials.

ARTICLE II - RIGHTS OF WOMEN

The following rights are hereby defined as women's rights in the City of Naga and for the enforcement of which the City Government of Naga hereby commits to implement programs and projects in partnership with the private sector and at all times guarantee women's enjoyment thereof:

SECTION 5. - RIGHT TO HEALTH. -

- 5.1. Budget for Women's Health. No woman shall be denied basic health services such as those declared by the 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. For this purpose, the City Health Office is mandated to ensure that a sufficient portion of the City's Health Budget is allocated for the provision of women's health services and install mechanisms to facilitate women's access to these services.

- 5.2. Access to Safe Water. The City Government shall provide easy access to safe water supply. Appropriate systems shall be installed to ease women's workload brought about by the lack of this facility.
- 5.3. Gender-fair Health Care Delivery System - The City Health Officer shall ensure that health care services are not discriminatory on account of gender, age, religion, or political affiliation;
- 5.4. Reproductive Health Care. The City of Naga shall adopt the reproductive health care approach at all levels of health care delivery. Such approach shall integrate many issues not previously considered central to population such as sexuality, reproductive tract infection, and gender relations and shall not be limited to family planning and child bearing.
- 5.5. Reproductive Health Services. No hospital or medical facility operating within the territorial jurisdiction of the City of Naga shall deny reproductive health services to any woman by reason of the latter's poverty.
- 5.6. Information/Education on Women's Health. The City health officer, in collaboration with the Naga City Council for Women (NCCW) shall endeavor to improve the implementation of education/information campaign on women's health. In connection with this, the City Government shall facilitate the celebration of the International Day of Action for Women's Health every May 28 of each year where issues and concerns relative to the protection and promotion of women's health shall be examined, deliberated, projected and government/private sector's action sought.

SECTION 6. - RIGHT TO EDUCATION. -

- 6.1. Women Literacy and Adult Education. Women literacy and adult education program shall be held on Saturdays or Sundays for women in all barangays in Naga City. For this purpose, the CSWDO is mandated to coordinate and establish partnerships with the Department of Education and private organizations.
- 6.2. Gender-fair Curricula. The City Government of Naga shall ensure that the curricula of all schools at all levels in Naga City promotes role complementarily between women and men. For this purpose, the CSWDO is mandated to work closely with the Naga City Women's Council (NCWC) and the Naga City School Board to review and recommend appropriate revisions in this area of concern particularly regarding the stereotyped portrayal of the roles of women and men in educational materials.
- 6.3. Special Education for Differently-abled Women. The City of Naga shall ensure that all interested differently-abled women in Naga City shall have access to a special education program.

SECTION 7. - RIGHT TO ECONOMIC DEVELOPMENT. -

- 7.1. Equal Access to Livelihood Assistance. All departments and agencies of the City Government engaged in socio-economic programs shall ensure that at least fifty percent (50%) of the beneficiaries of the programs are women and implement programs and projects designed to further capacitate women and empower them to access medium and large scale economic opportunities.

- 7.2. Special Lending Window for Women. All banks, financial or lending institutions and cooperatives operating within the territorial jurisdiction of Naga City shall make available special lending windows for women.
- 7.3. Access to Science and Women-friendly Farming and Technology Education. The City Agriculturist Office and the Metro PESO are mandated to work in collaboration with the Department of Science and Technology, other related line agencies of the national government, and the private sector to ensure access to updated and women-friendly technology to facilitate women's wider participation in the economic activities of their respective barangays.
- 7.4. Farm land for Women-headed Landless Families. Portions of agricultural lands the ownership of which is transferred to the City Government of Naga by legal fiat shall be distributed to landless and indigent families who are interested and committed to till the land, giving priority to women-headed households.
- 7.5. Employment Opportunities for Differently-abled Women.- The Local Government of Naga, in partnership with appropriate national government agencies and private groups and entities shall develop creative employment opportunities for differently-abled women recognizing their differentiated conditions and potentials as human beings.
- 7.6. Healthy and Gender-fair Work Environment. The Local Government of the City of Naga shall ensure that the workplace, private or public, actualizes the principle of equality between women and men in all aspects of their employment. For this purpose, employers are required 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 efficiency and provide workers with the necessary gear to guard against the detrimental effects of the nature of their functions, such as the special support stockings for female workers required to perform their functions in standing position, etc.;
 - 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 workplace for the benefit of the women employees therein; and
 - d. Provide breast-feeding room/facility for women in the workplace.
 - e. Ensure that no woman employee is deprived of job training and promotion on account of her gender, age, ethnicity, religion or civil status. An employer who fails to perform the foregoing obligations shall be fined P5,000.00 and be required to comply within 30 days from notice of violation sent by the Office of the City Mayor.
- 7.7. Benefit for Post-partum Women. - Women with children 0-6 months old shall be entitled to a 30-day leave without pay to be availed of within the first six months of child delivery; provided, that this benefit is separate and distinct from any existing maternity benefits provided for by existing laws; provided, further, that if

the employer is already providing similar benefit over and above what existing laws require, such benefit being provided shall be credited in compliance hereof.

- 7.8. Spousal support. Women and their children are by law entitled to support from their spouses. For this purpose, all agreement or settlements arrived at the barangay-level relative to the support of the family shall be final and executory. Novations of the agreement shall be allowed only if the same is advantageous to the children. Violation of such agreement or settlement shall be subjected to a fine ranging from P1,000.00 to P5,000.00.

SECTION 8. - RIGHT TO PARTICIPATION IN GOVERNANCE.

- 8.1. Self-Organization of Women. The City Government of Naga, through the Naga City Council for Women (NCCW) shall support and encourage the formation of community-based organizations and facilitate their accreditation with the Sangguniang Panlungsod.
- 8.2. Participation in Local Governance. To widen and ensure participation of women in local government decision-making and administration, the Naga City Council for Women (NCCW) is hereby allocated one (1) membership seat in the Standing Committees of the Sangguniang Panlungsod, the Local Special Bodies mandated under Republic Act No. 7160, and in all other committees and taskforces of the City Government of Naga. For this purpose, the NCCW shall decide on the manner and method of selecting its representatives to these committees, bodies, and taskforces and submit to the Office of the Sangguniang Panlungsod and the Office of the City Mayor the names of its representatives; provided, that the NCCW shall have the option to decide which committees, special bodies, or task forces they wish to be represented in.

The Local Government of Naga City shall promote the participation of women in environmental impact assessment of projects. For this purpose, instruments for environmental impact assessment shall consciously determine sex-segregated data.

- 8.3. Organization of Differently-abled Women. The City government of Naga, in collaboration with the Naga City Council for the Welfare of Persons with Disabilities shall encourage and support the organization of differently-abled women in all barangays of Naga City to give focus on and facilitate response to their special needs.
- 8.4. Organization of Elderly Women.- The City Government of Naga, through the Office for Senior Citizens Affairs, shall encourage and support the organization of elderly women in collaboration with the Naga City Senior Citizens Federation to give special focus on and facilitate response to their special needs.
- 8.5. Women's Summit. The City Government of Naga, through the Naga City Council for Women, shall hold and convene a Women's Summit at least once every year to review women development in all aspects of community life and make appropriate recommendations for actions thereon;

SECTION 9. - RIGHT TO PROTECTION AGAINST VIOLENCE, DISCRIMINATION OR ABUSE. - Women have the right to be protected against all forms of violence, discrimination or abuse. For this purpose, the following acts are hereby declared prohibited and unlawful:

- A. **Sexual Abuse.** - Sexual abuse shall include but is not limited to the following:

1. When a man inserts or attempts to insert his penis into the mouth or anus of a woman against her will or under any of the following situations:
 - a. through force, threat or intimidation;
 - b. by means of abuse of authority or relationship;
 - c. When the offended party is deprived of reason or is otherwise unconscious;
 - d. When the offended party is below twelve years old, even though none of the above circumstances is present
 2. 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 against her will or under any of the situations stated in paragraph number 1 above;
 3. When a person subjects a woman to have sexual intercourse with an animal against her will or under any of the circumstances stated in number 1 above;
 4. Any intentional contact, however slight, of one's penis to any part of a woman's body, or the use of any instrument or object which intentionally touches the genital, breast or anus of a woman against her will or under any of the circumstances enumerated under number 1 above;
 5. Sexual act in intimate or marital relationship, such as those between man and woman, woman and woman, man and man relations, married or unmarried, legally separated or separated in fact, committed under any of the circumstances enumerated under number 1 above;
- B. **Physical Violence** - Any intentional act that caused physical harm or hurt to the victim;
- C. **Psychological/Emotional Violence** - Any intentional act that offends or caused harm or hurt in the feelings of the victim, such as but not limited to the following:
1. Threats of suicide if the victim will not give in to the demands of the offender;
 2. Threats of harm against the victim or her family;
 3. Punching, breaking or defacing or otherwise destroying the house or any part thereof or the personal belongings of the victim;
 4. Threatening to take the victim's children away;
 5. Threatening deportation of the victim with foreign citizenship;
 6. Threatening to kidnap the children or to take them to a foreign country;
 7. Forcing the victim to do things she considers as dehumanizing or degrading;
 8. Controlling the victim's lawful or usual activities;
 9. The use of foul and insulting words, language, or statements against a woman;
 10. Threats of abandonment and expulsion such as forcing the woman to leave the conjugal dwelling;
 11. Shouting invectives against the victim and other forms of verbal abuse;
- D. **Economic Violence** - this includes depriving the victim of economic resources or their generation and mobilization so as to create forced dependency and submissiveness to the offender;

- E. **Battering** – a series of sexual, physical, psychological/emotional or economic abuse constituting a repeated cyclic pattern as means of intimidation and imposition of the batterer's will and control over another.
- F. **Domestic Violence** – any of the acts defined under Section 9 (A) to (E) above shall constitute domestic violence when the offender or perpetrator is a member of the family of the victim or offended party within the fourth civil degree of consanguinity or affinity; provided however, that in case the violence committed is between persons living as husband and wife, parent and child, or between persons with common child/children whether living together or not, the violence committed shall be deemed as domestic violence regardless of the legitimacy of the relationship between them.
- G. **Trafficking in Women** – is an overt or covert recruitment of women into prostitution. It shall include but is not limited to the following:
1. establishing or carrying on a business for matching women for marriage to foreigner either on a mail order basis or through personal introduction or cyberspace;
 2. advertising, publishing, printing, or causing the advertisement, publication, printing or distribution of any brochure, flyer or propaganda material calculated to promote the act described under the foregoing paragraph for profit or personal gain;
 3. soliciting, enlisting, or attracting/ inducing 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 other forms which facilitate the commission of this act;
 4. using the postal services, cyberspace or satellite TV to promote the above-mentioned prohibited acts.
 5. buying or selling a woman, or any of her body parts for profit or using her body or any part thereof for any purpose without her consent.
 6. Acting as a procurer of prostitutes in whatever manner committed;
 7. Threatening or using violence and forcing a woman to marry another or become a mail-order bride.
- H. **Solicitation.** It is unlawful for any person to solicit a woman's service for sexual purposes regardless of whether the solicitor financially profits or not from such act;
- I. **Sexual Harassment.** - Other than the acts defined as constitutive of sexual harassment under Republic Act No. 7877, the following shall constitute sexual harassment punishable under this Ordinance:
1. telling of offensive jokes such as green jokes or other analogous statements despite having been previously requested to refrain from doing so;
 2. taunting a person with constant talk about sex and sexual innuendoes;
 3. displaying offensive or lewd pictures and publication at the workplace;

4. interrogating someone about his/her sexual activities during interviews for employment, scholarship grant or any lawful activity applied for;
5. making offensive hand or any body gestures at someone;
6. repeatedly asking for a date despite verbal rejection;
7. staring or leering that annoys the person stared at or leered upon;
8. touching, pinching or brushing up against someone's body unnecessarily;
9. kissing or embracing someone against her will;
10. cursing, whistling or calling a woman in public with words carrying dirty connotations or implications which tend to ridicule, humiliate or embarrass the woman such as "puta", "boring", "peste", etc.";
11. any other unnecessary acts made during any physical examination;
12. requiring a woman to wear suggestive or provocative attire during job interviews for job hiring or promotion.

SECTION 10. - OTHER PROHIBITED ACTS. - The following acts are hereby declared prohibited:

- A. Printing, Publication, Display in any place openly accessible to children, or Distribution of visual materials where women appear scantily clad or otherwise depicting women as sex objects;
- B. Public staging of indecent shows or shows offensive to the sensibilities of the public or tends to corrupt the morality of the youth;
- C. Commodification of Women. Any activity such as any form of beauty contests which tend to commodify, abuse, humiliate or treat women as sex objects shall be strictly prohibited within the territorial jurisdiction of the City of Naga. For this purpose, the staging of beauty contest shall be permitted if it does not only showcase the physical beauty of the person but also her talents and abilities. For this purpose, the NCCW and the Naga City Council for the Protection of Children are hereby mandated to jointly draw up and promulgate the guidelines that shall be adhered to in the conduct or staging of shows or beauty contests involving women and children;
- D. Forced Marriage. No Woman shall be forced to marry without her consent. Any person committing fraudulent or coercive act to cause and effect a forced marriage shall be guilty of violation under this sub-section.

ARTICLE III - SUPPORT SERVICES

SECTION 11. - COMPREHENSIVE SUPPORT TO WOMEN-SURVIVORS OF VIOLENCE. - The Local Government of Naga City shall provide comprehensive support to women-survivors of violence. Such support shall consist of but not limited to the following:

- A. Services through the CSWDO. The CSWDO shall ensure, in partnership with appropriate government agencies and concerned private groups, such as the Bantay Familia, Inc. and others, that:

1. an investigation is conducted within 24 hours from knowledge of the violence committed;
 2. counseling and medical services for the offended party have been immediately provided;
 3. evidence for the arrest and prosecution of the offenders have been gathered;
 4. the case has been endorsed to the proper prosecution office within 48 hours from knowledge thereof;
 5. the investigation officer or the examining physician, if possible, is of the same sex as the offended party;
 6. ensure that only persons expressly authorized by it and the victim-survivor are allowed inside the room where the investigation or medical or physical examination is being conducted;
- B. All investigations/hearing involving rape cases and other forms of violence against women conducted in the police stations, prosecutor's office and trial courts shall recognize the representation of the victim-survivor's support group as expressly allowed or requested by the offended party to the extent allowed by existing laws or the Rules of Court;
- C. A temporary shelter with appropriate support services for women in crisis situation shall be appropriately provided under the management and supervision of the City Social Services and Development Office. For this purpose, the CSWDO is authorized to negotiate and enter into agreements with private groups of non-government organizations, subject to the approval of the City Mayor and the ratification by the Sangguniang Panlungsod.

For the purpose of this sub-section, the City Government of Naga is committed to continue the partnership between itself and the Naga City Home Care Center, Inc. on the provision of temporary shelter for women and children in crisis situation, subject to whatever future agreement the parties may enter into for the improvement of the operations of the shelter .

SECTION 12. - SUPPORT SERVICES FOR WOMEN IN THE ENTERTAINMENT INDUSTRY OR THOSE ENGAGED IN AMUSEMENT SERVICES. -

- A. **Socio-economic support services.** The CSWDO and the Metro PESO shall make available alternative sources of income and livelihood to women engaged in entertainment industry or places of amusement;
- B. **Medical Routine Check-up and Medicines at Socialized Rates.** 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 City Health Office and the Naga City Hospital.

SECTION 13. - CONTINUING EDUCATION AGAINST SEXUAL HARASSMENT TO FOSTER THE CULTURE AGAINST SEXUAL HARASSMENT. - All government or private agencies and establishments/ offices/companies within the territorial jurisdiction of the City of Naga shall conduct a continuing education against sexual harassment. For this purpose, the

Naga City Women's Council and the Naga City Labor-Management Council shall work together to ensure that:

1. at least one (1) activity designed to equip workers and employees with theoretical and practical knowledge on gender issues and concerns is conducted each year in these offices/establishments or work place; and
2. the provisions of Republic Act No. 7877, otherwise known as the Anti-Sexual Harassment Law and the other provisions of the Labor Code affecting women are faithfully implemented, especially the formulation of the necessary company policies and procedures in resolving complaints for sexual harassment;
3. tools for assessment of, and strategies against, gender bias are designed and established;
4. Gender-fair education materials are developed and popularized.

SECTION 14. - CONTINUING DEVELOPMENT OF DAY CARE CENTERS. - The Local Government of Naga City shall ensure that the Day Care Centers, which have been named as EDUCARE Centers, existing in every barangay in the City of Naga shall be responsive to the need of the community to provide childcare assistance to parents in order that they may be able to take on economically productive activities. For this purpose, the EDUCARE Centers shall give priority to children aged 3-4 years old.

SECTION 15. - CONTINUING SUPPORT TO OVERSEAS CONTRACTS WORKER'S (OCW'S) SPOUSES AND CHILDREN. - The Local Government of Naga City, through the METRO PESO, shall keep a registry of families with OCW member/s and make available needed support services for them.

SECTION 16. - CONTINUING LEGAL EDUCATION AND COUNSELLING. - The City Legal Officer shall:

- a. Undertake legal education and trainings for community leaders, barangay officials, and members of the Lupong Tagapamayapa on legal counselling and arbitration to capacitate community workers to facilitate resolution of cases and family conflicts at the barangay level, in coordination with the City Social Welfare and Development Office and concerned non-government organizations (NGOs);
- b. Provide the necessary legal assistance as may be requested by the NCIGDO in the protection, promotion, enforcement, and advancement of women's rights.
- c. Undertake a special para-legal training on gender issues and related matters for members of the Lupong Tagapamayapa for each of the 27 barangays in the City of Naga, in partnership with the Liga ng mga Barangay and concerned non-government organizations (NGOs).

SECTION 17. - MEDICO-LEGAL DESK FOR WOMEN AT THE CITY HEALTH OFFICE AND AT THE NAGA CITY HOSPITAL. - The City Health Officer and the Hospital Director of the Naga City Hospital are hereby mandated to create a Medico-Legal Desk for Women to attend to women's special medical needs.

SECTION 18. - BARANGAY-BASED SUPPORT FOR HOUSEHELPERS AND PERSONS WITH DISABILITIES. - All Barangays in the City of Naga shall formulate a support program to ensure protection to those employed as house helpers or domestic helpers and

women with disabilities against violence or any form of abuse. Administrative sanctions shall be imposed upon barangay officials for failure to comply with this section within ninety (90) days from the approval hereof.

SECTION 19. - ROLE OF THE NAGA CITY PNP. - Complaints filed by women on violence and other forms of abuse shall be handled by female officers in the local police force who have undergone special courses on handling cases affecting abused women.

ARTICLE IV - IMPLEMENTING MECHANISMS

SECTION 20. - THE NAGA CITY COUNCIL FOR WOMEN (NCCW). - The Naga City Council for Women, created under Ordinance No. 2002-053, shall continue to exist as created under the said Ordinance and shall be the local expression of the National Commission on the Role of Filipino Women (NCRFW). The NCCW shall have the following duties and functions in addition to and in furtherance of the powers, duties, and functions provided for therein:

- A. Establish and monitor implementation of programs on the following areas of concerns:
 1. **Gender-Sensitivity Watch.** A system of services and facilities in order to monitor status of women in the Naga City wherein all departments and agencies of Naga City shall develop conceptual and practical methodologies for incorporating gender perspective into all aspect of policy-making. It shall collect gender and age desegregated data on poverty situation and all aspects of women's community life. It shall also serve as the data bank on gender and development issues and information.
 2. **Legal Aid Services Check.** Services for any legal action needed by women in protecting and enforcing their rights;
 3. **Advocacy.** A coordinated advocacy campaign against all forms of discrimination and violence against women;
 4. **Continuing education on national policies affecting women.** Assessment of existing and proposed national policies as they impact on women and formulation of appropriate recommendations for the repeal, revision, or amendment, thereof;
 5. **Violence in Media Check.** Continuing dialogue with organized media groups and personalities on incidence of all forms of violence in media and the forging of partnership with them for a sustained and coordinated action against the problem;
 6. **Education and Training Benchmark.** Implementation of continuing gender sensitivity education and training for all departments and agencies of the Local Government of Naga City and the 27 Barangays. A tool for evaluation and benchmarking shall be developed to monitor desired changes. For this purpose, the NCCW shall, in coordination with the Human Resources Management Office, devise a tool that will make gender-sensitivity level an additional qualification for employment and promotion in the Local Government of Naga and in its Barangay Local Governments.
 7. **Psycho-social Support Program.** A holistic and indigenous approach to women in dysfunctional and/or crisis situation, which includes attendance to their

physical/biological, emotional, psychological, and social needs shall be set up. Indicators of program success shall be established.

- B. facilitate the formulation of gender and development policies, plans, programs and projects and ensure their implementation;
- C. monitor and evaluate implementation of gender and development policies, plans, programs and projects. For this purpose, the NCCW shall assess compliance by the different departments/offices of the City Government with their respective duties and functions mandated under this Ordinance and recommend appropriate action necessary to ensure their compliance thereto;
- D. make representations to schools, colleges, and universities for the inclusion of migration issues and concerns in classroom discussions;
- E. refer victims of trafficking to appropriate agencies;
- F. monitor compliance with the provisions of this Ordinance and recommend/initiate actions for the effective enforcement thereof;
- G. facilitate regular inspection of establishments to prevent or deter trafficking of women and children, prostitution, morally corruptive shows, and other activities prohibited under this Ordinance;

SECTION 21. - CREATION OF THE INTEGRATED GENDER DEVELOPMENT OFFICE (NCIGDO). - Within thirty (30) days from the enactment of this Ordinance, the Naga City Integrated Gender and Development Office, headed by the Integrated Gender Development Officer (NCIGDOF), shall be created to monitor and coordinate the implementation of the provisions of this Ordinance. The NCIGDO which shall be a division level shall be under the administrative supervision of the City Mayor and shall also serve as the Secretariat of the NCCW.

The City Mayor shall, within three (3) months from the effectivity of this ordinance create and establish the NCIGDO equipped with the basic facilities and equipment necessary to carry out its functions and appoint the NCIGDOF and other personnel necessary to its operations.

SECTION 22. - TASK FORCE AGAINST DOMESTIC-VIOLENCE AND TRAFFICKING IN WOMEN. - A Multi-Disciplinary and Multi-Sectoral Task Force Against Domestic Violence and Trafficking in Women shall be created under the Naga City Council for Women and shall perform the following functions:

- A. Design protocol and mechanism for identification, assessment and intervention against trafficking of women and children;
- B. formulate a comprehensive program to prevent domestic violence and trafficking in person and penalize those guilty thereof;
- C. formulate a program for returning victims of trafficking in cooperation with local offices of DOLE, TESDA, and other government agencies involved in training and livelihood development;
- D. recommend to the Sangguniang Panlungsod and/or the City Mayor measures necessary to arrest and prevent domestic violence and trafficking in person;

SECTION 23. - LOCAL ACTION COMMITTEE AGAINST VIOLENCE IN MEDIA. - A Local Action Committee Against Violence in Media shall be created within the Naga City Council for Women to monitor, act upon, or recommend action to eradicate violence against women portrayed in motion pictures, print, broadcast, or multi-media, and prevent exhibitions of shows and materials degrading to women.

ARTICLE V - FUNDING AND APPROPRIATION

SECTION 24. - FUNDING AND APPROPRIATION. - For the attainment of the objectives of this Ordinance the Local Government of Naga City shall appropriate at least ten percent (10%) of its annual budget, less expenses for personnel salaries and benefits, for the implementation of the provisions hereof.

ARTICLE VI - FINAL PROVISIONS

SECTION 25. - PENALTIES. - Any person found guilty of the commission of any of the acts enumerated under Sections 9 and 10 of this Ordinance shall suffer the penalty of imprisonment for a period of not less than six (6) months but not more than One (1) year and fine of P3,000.00 to P5,000.00; provided that when the violation constitutes battering or when the offended party is a member of the family of the offender within the sixth civil degree of consanguinity or affinity, the penalty shall be imposed in the maximum.

SECTION 26. - SEPARABILITY CLAUSE. - If any section or provision of this Ordinance be 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 27. - REPEALING CLAUSE. - All Ordinances, local issuances or rules and regulations inconsistent with the provisions of this Ordinance are hereby repealed or modified accordingly.

SECTION 28. - EFFECTIVITY CLAUSE. - This Ordinance shall take effect upon approval thereof and after publication in a newspaper of general circulation in Naga City.

ENACTED: April 23, 2003.

WE HEREBY CERTIFY to the correctness of the foregoing ordinance.

JOSE C. RAÑOLA, M.D.
Acting City Vice Mayor & Presiding Officer

GIL A. DE LA TORRE
Board Secretary III &
Secretary-Designate

APPROVED:

ESTEBAN R. ABONAL
Acting City Mayor