

CITY ORDINANCE NO. 5004
AN ORDINANCE PROVIDING FOR A WOMEN DEVELOPMENT CODE OF DAVAO CITY
AND FOR OTHER PURPOSES

BOOK I – GENERAL PROVISIONS
CHAPTER I – BASIC PRINCIPLES

ARTICLE I
Title and General Policy

SECTION 1. **Title.** This Ordinance shall be known as the “Women Development Code of Davao City”.

SECTION 2. **Declaration of Policy and Principles of the Local Government of Davao City.**

It shall be the policy of the Local Government of Davao City to uphold the rights of women and the belief in their worth and dignity as human beings. Women shall be recognized as full and equal partners of men in development and nation building and men shall share equally with all forms of productive and reproductive activities.

The Local Government of Davao city shall actively contribute to the establishment of a national and international economic order based on sustained, equitable growth and balanced ecology. And that any development efforts it undertakes should enhance women’s full potentials, uplift their status and lead to the improvement of their quality of lives, their families and that of their communities.

Towards this end, the Local Government of Davao City shall pursue and implement vigorously gender responsive development support systems, taking into consideration women’s immediate economic survival with support for their efforts of empowerment and self-determination, and to adopt and implement measures to protect and promote their rights.

TO ATTAIN THE FOREGOING POLICY:

1. Thirty percent of the Official Development Assistance funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized in accordance with the provision of RA 7192 otherwise known as Women in Development and Nation Building Act, by the Local Government departments and agencies of Davao City concerned to support programs and activities for women.
2. All Local Government departments and agencies of Davao City shall ensure that Women benefit equally and participate directly in the development programs and projects of said departments and agencies, specifically those funded under official foreign development assistance, to ensure the full participation and involvement of women in the development process, pursuant to RA 7192.
3. All government project proposals shall ascertain the inclusion of gender responsive indicators and guidelines while not be remiss in locating the root of women’s oppression, pursuant to the United Nations Declaration of which the Philippine government is a signatory.
4. All Local Government Departments and agencies of Davao City 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.
5. The Council for Women of Davao City, as provided for under Section 30 Article II, Chapter II, Book I of this Code shall be actively consulted in matters dealing with official development assistance or foreign aid so as to determine gender biases and implications on women.

ARTICLE I
Related Principles

SECTION 3. Rights of Women Defined.

Women Rights are the rights of women that are defined and declared by the United Nations under Convention on the Elimination of Discrimination Against Women (CEDAW) which we hereby adopt as follows:

- a) 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.
- b) Women have the right to freely and fully participate individually or collectively in the political processes of their communities and nations.
- c) Women have the right to the means for assuring their economic welfare and security.
- d) Women have the right to the necessary knowledge and means for the full exercise of their reproductive choice in accordance to the Constitution and their beliefs and preferences.
- e) Women have the right to choose a spouse in accordance with their values and preferences, maintain equality in marriage or its dissolution, and obtain adequate support for rearing and caring of their children.
- f) Women have the right to an adequate, relevant and gender-fair education throughout their lives, from childhood to adulthood.
- g) Women have the right to adequate nutrition and proper health care.
- h) Women have the right to humane living conditions.
- i) 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.
- j) Women have the right to equality before the law in principle as well as in practice.

SECTION 4. Gender, Development, Discrimination, Commodification Explained:

Gender – is a socially constructed difference between men and women. Differences are created artificially, partly through socialization and partly through positive and negative discrimination in the various institutions and structures of society.

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. It is therefore, sustained, equitable growth and balanced ecology.

Discrimination Against Women – any distinction, exclusion or restriction made on the basis of sex which has purpose or effect of impairing or nullifying the recognition, enjoyment or exercise by women of their rights irrespective of their marital status.

Commodification of Women – is a practice, which puts women in subordinate situation, which results in the treatment of women as both consumers and objects. As consumers, women are allured to buy beauty products to enhance their physical attractiveness. As objects of consumption, women are reduced to a sexual commodity for manipulation and utilization for one's sexual desire or interest usually in exchange of money or goods so that women have no control or power to reject such utilization or manipulation.

CHAPTER II – DEVELOPMENTAL CONCERNS

ARTICLE I Violence Against Women

SECTION 1. 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.

SECTION 2. Violence against women shall include but is not limited to:

- a) Physical, sexual and psychological violence occurring in the family and other close 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) Physical, sexual and psychological violence perpetuated against women and condoned by the State, wherever it occurs.
- d) 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.
- e) Forced sterilization and forced abortion, coercive/ forced use of contraceptives, prenatal sex selection and female infanticide.
- f) To buy or sell a woman or any of her body parts for profit.
- g) Feminization of poverty, which is regarded as a condition when gap between the rich and poor widens and grassroots women bear the brunt as in economic instability and unequal distribution of wealth. Such gap reinforces non-response to both practical and strategic interests of women.

SECTION 3. Sexual Abuse Defined.

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 under any of the following situations:
 - a) through force, threat or intimidation;
 - b) by means 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 under any of the situations stated in paragraph 1.
3. 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.
4. Any intentional contact however slight of one's penis to the genital, mouth, breast or anus of a woman or intentional contact thereof, however slight, to any part of her body other than her sexual organ; or the use of any instrument or object which intentionally touches the genital, breast or anus of a woman.
5. Sexual abuse in intimate marital relations. Forced sexual act committed under intimate or marital relations shall form part of sexual abuse such as those between

man and woman, woman and woman, man and man relations, married or unmarried, legally separated or separated in fact.

SECTION 4. Battering Defined – a series of physical, emotional and psychological abuse. It is a repeated and habitual cyclic pattern as means of intimidation and imposition of the batterer's will and control over the survivor's life. Battering constitutes the following kinds of behavior but is not limited to:

- a) **Sexual battering** – this includes physical attacks on the women's breasts / genitals or forced sexual activity, accompanied by either physical violence or the threat of physical violence.
- b) **Psychological battering** – this includes threats of suicide, violence against the woman or her family, punching, breaking or defacing or otherwise destroying the house or any part thereof; or of the 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 likewise apply to common-law relations but does not include adulterous ones as contemplated in the Revised Penal Code.
- c) **Economic battering** – this includes deprivation of women of economic resources, their generation and mobilization so as to create dependency and submissiveness to men and to any established structures of domination.

SECTION 5. Trafficking in Women Defined – 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 recruitment of 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:

- a) For any persons association, cult, religion or organization or similar entities to commit the following:
 - establish or carry on business for the purpose of matching women for marriage to foreigner either on a mail order basis or through personal introduction or cyberspace;
 - 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;
 - solicit, enlist, or attract / 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 other forms which facilitate the act of solicitation;
 - use the postal services, cyberspace or satellite TV to promote the above-mentioned prohibited acts.
- b) 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.
- c) to act as procurer of a sex worker.
- d) to threaten or use violence and force a woman to become a mail-order bride.

SECTION 6. Mail Order Bride Defined.

It is a practice where woman establish a personal relations with male-foreign national via mail or similar means upon recruitment by an individual or agency for the purpose of exploiting women in guise of marriage.

SECTION 7. 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, indirectly or impliedly.

Sexual harassment shall be unlawful in the employment, education or training environment as prescribed in RA 7877.

SECTION 8. Other Form 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:

1. Persistent telling of offensive jokes such as green jokes or other analogous statements to someone who finds them offensive or humiliating;
2. Taunting a person with constant talk about sex and sexual innuendos;
3. Displaying offensive or lewd pictures and publications in the workplace;
4. Interrogating someone about sexual activities or private life; during interviews for employment, scholarship grant or any lawful activity applied for;
5. Making offensive hand or body gestures at someone;
6. Repeatedly asking for dates despite verbal rejection;
7. Staring or leering maliciously;
8. Touching, pinching or brushing up against someone's body unnecessarily or deliberately;
9. Kissing or embracing someone against her will;
10. Requesting sexual favors in exchange for a good grade, obtaining a good job or promotion, etc.;
11. 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", "boring", "peste", etc.
12. Any other unnecessary acts during physical examinations;
13. Requiring women to wear suggestive or provocative attire during interviews such as job hiring, promotion, and admission.

SECTION 9. Pedophilia Defined.

Pedophilia which is a form of sexual perversion where children are the preferred victims is defined under the following circumstances:

- a) When the offender shall have sexual intercourse with a girl;
- b) When the offender shall have anal intercourse with a boy or girl.

SECTION 10. Prohibition of Printing, Publication, Display and Distribution of Pornographic Scenes on Movie / TV Trailers / Shows, Posters, Billboards and other Materials and Similar Literature.

It shall be unlawful for any person to print, publish, display or distribute pornographic scenes on movie / TV trailers / shows, posters, billboards, literature and other visual materials which treat women as sex objects and commodities.

SECTION 11. Pornographic and indecent Shows.

Indecent shows as used in this Code include nude or other provocative gestures which further project and exhibit women as sex objects.

Any person or agency who engages in shows depicting women as sex objects in private or in public place or under scandalous circumstances shall violate women's rights.

SECTION 12. Liveshows.

It shall be a violation of women's rights to influence or force a woman or girl-child to dance or do naked shows in public or private places for commercial or entertainment purposes.

SECTION 13. Comprehensive Support to Women-Survivors of Violence.

The Local Government of Davao City shall provide a comprehensive support to women-survivor of violence, which consists of but not limited to the following:

- a) Immediately conduct an investigation within 24 hours;
- b) Provide for counseling and medical services for the offended party;
- c) Gather evidence for the arrest and prosecution of the offenders;
- d) Make a report of his/her investigation, and on the basis of the offended party's testimony and additional evidence, if any, endorse the same to the proper prosecution office within 36 hours from time of filing, regardless of his / her evaluation of the case;
- e) The investigation officer or the examining physician, if possible of the same sex as the offended party, ensures that only persons expressly authorized by the latter are allowed inside the room where the investigation or medical or physical examination is being conducted.
- f) Women victims-survivors of all forms of violence shall be registered in a community-based psychological program that shall assist the women holistically rebuilding and empowering themselves;
- g) All investigations / hearing involving rape cases and other forms of violence against women conducted in the police stations, prosecutor's office and the trial courts shall recognize the survivor's social support group as expressly allowed or requested by the offended party;
- h) A temporary shelter with appropriate support services for women in crisis shall be appropriately constructed under the management and supervision of the City Social Services and Development Office.

SECTION 14. Psychosocial Program.

It is an intervention using a system approach to conditions of women as it views women's differentiated needs in a social context.

SECTION 15. Survivor's Support Group Defined.

It is an organized group of women to whom a woman-survivor of violence voluntarily agrees to establish a professional helping process.

SECTION 16. Support Services for Women in the Entertainment Industry, Entertainment Industry Defined - includes establishments identified as places of amusement as defined in the Local Tax Code of Davao City, Ordinance No. 230. Series of 1991.

Other Places of Amusement - include all 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, super or family clubs, disco houses, minus-one or sing along houses, bars or beer houses / gardens, fast food centers showing sports competitions or replay shows by direct hook up via satellite or those showing video cassette films / movies, beach resorts, and other places of amusement where one seeks admission to entertain himself whether by seeing or viewing or by direct participation.

The Local Government of Davao City shall provide socio-economic support services for women in the entertainment industry in its desire to concretely respond to their practical needs.

SECTION 17. Free Medical Routine Check-up.

Women in the entertainment industry shall be afforded with free medical routine check-up and medicines if needed.

SECTION 18. Prostitution as a Violation for Women's Rights.

Prostitution shall be recognized as a violation of human rights and exploitation of women to have no real choices for survival.

SECTION 19. Local Monitoring Board for Violence in Media.

A local Monitoring Board for movie, print, broadcast, and multi-media, shall be set-up to classify, censure, prohibit or regulate the exhibition of materials degrading women. The Board's function shall also extend to video shops, electronic communication, cable television, books and other forms of audio visual channels or instruments.

SECTION 20. Creation of Women Complaints Relation Section (WCRS) and Appointment of WCRS Officer.

The Local Government of Davao City shall create the WCRS and appoint WCRS Officer in all police stations in Davao City to specifically handle concerns of women.

SECTION 21. Role of Female Police Officer.

Complaints filed by women on battering and other forms of abuse against them shall be handled by female officers in the local police force who shall undergo special courses on handling cases affecting abused women.

SECTION 22. Creation of Family Arbitration Committee within the Lupong Tagapamayapa.

There shall be created a Family Arbitration Committee within the Lupong Tagapamayapa of each barangay to resolve cases on family violence.

SECTION 23. Creation of Medico-Legal Desk for Women at the City Social Services and Development Office.

There shall be a Medico-Legal Desk for Women at the City Social Services and Development Office to cater to specific women problems and concerns.

SECTION 24. Creation of Multi-Disciplinary and Multi-Sectoral Coordinating Council on Family Violence.

A Multi-Disciplinary and Multi-Sectoral Coordinating Council on Family Violence shall be created by the Local Government of Davao City through the Integrated Gender and Development Office in coordination with existing women NGOs engaged in program against family violence to design protocol and mechanism for identification, assessment and interventions on family violence.

SECTION 25. Inter-Agency Council Against Trafficking.

An Inter-Agency Council Against Trafficking which shall be established in Davao City with the following powers and functions:

- a) Formulate a comprehensive program to suppress the trafficking of women and children;
- b) Conduct massive information campaigns;
- c) Undertake guidance and counseling to women going abroad as fiancées of foreign nationals;
- d) Make representations to schools and universities for the inclusion of migration and its implications for women in all levels of curricula;
- e) Refer traffic victims to appropriate agencies;
- f) Formulate a program for returning victims in cooperation with local offices of DOLE, TESDA and other government agencies involved in training and livelihood development;
- g) Secure assistance from any of the local government units, departments or bureaus of the national government;
- h) Exercise all powers and functions necessary to attain its purposes and objectives.

ARTICLE II

Political and Public Sphere of Women

SECTION 26. Declaration of March 8 as International Women’s Day.

March 8 shall be declared as a special public holiday through an Executive Order. There shall be a barangay-level set of activities on women and the law, current issues affecting and influencing women, and assessment of women’s status in the City of Davao and other forms of critical consciousness-raising activities.

SECTION 27. Women’s Summit of Davao.

A Women’s Summit shall be held on the first week of March every year which shall be convened and managed by a joint committee of Women Non-government Organizations (WNGOs) and Government Organizations (GOs).

SECTION 28. International Day of Action for Women’s Health.

The Local Government of Davao City shall cause the celebration of the International Day of Action for Women’s Health on May 28 where issues and concerns relative to the protection and promotion of women’s health shall be examined, deliberated, projected and government action sought.

SECTION 29. Barangay Level Self-Organization of Women.

Self-Organization of women shall be recognized at the barangay level to include young women.

SECTION 30. Creation of Council for Women.

A Council for Women shall be organized at a district level from among the barangay level women organizations.

Women’s organizations with mass membership at the community level shall likewise be represented at the Council for Women. Women groups in schools, offices whether GO or NGO shall be represented in the Council as a cluster. Details of the Council’s operation shall be stipulated in the Implementing Rules and Regulations of this Code.

SECTION 31. Election of Women Sectoral Representative to the Sangguniang Panlungsod.

Women sectoral representative to the Sangguniang Panlungsod shall be elected by members of the accredited women organizations in Davao City as a concrete manifestation of women’s place in local governance and in accordance with RA 7160.

SECTION 32. Representation of Women in Barangay Development Council (BDC) Structure.

The Local Government of Davao City shall ensure that at least one third (1/3) of the members of the BDC are women to strengthen government's recognition of women's potentials in each barangay.

SECTION 33. Women Representatives to the City Development Council (CDC).

The local government of Davao City shall ensure that at least one third (1/3) of the members of the CDC are women.

SECTION 34. Peace Based on Justice.

The network of women GOs and NGOs shall be formally consulted on peace and development issues on the basis of social equity and justice.

SECTION 35. Women in Law Enforcement Positions.

All qualified women shall be given an opportunity to assume key law enforcement positions.

**ARTICLE III
Cultural Identity of Women**

SECTION 36. Indigenous and Moro Women of Davao City.

The preservation of the cultural identity of the indigenous and Moro women shall be actively incorporated in all programs and projects of the Local Government of Davao City.

SECTION 37. Culturally-Appropriate Schools.

There shall be accessible and culturally appropriate schools for indigenous and Moro peoples in Davao City.

SECTION 38. Declaration of Indigenous and Moro Peoples' Areas.

A survey of indigenous and Moro peoples' areas in Davao City shall be undertaken within two years upon effectivity of this Code which shall become a basis for the declaration of the indigenous and Moro peoples' areas.

SECTION 39. Integrated Development Program for Indigenous and Moro Women.

The local government of Davao City shall develop a program that shall facilitate empowerment of the indigenous and Moro women. Active support for the preservation of the indigenous women's knowledge of the environment shall be incorporated in the program.

**ARTICLE IV
Labor and Employment**

SECTION 40. Orientation on Sexual Harassment.

All local offices, agencies, and establishments or companies, government and private in Davao City shall conduct orientation on sexual harassment. Certificate of compliance shall be submitted to the Integrated Gender and Development Office.

SECTION 41. Setting-up of Grievance Machinery.

A grievance committee shall be set up in all local offices, agencies establishments or companies to act on complaints related to sexual harassment.

SECTION 42. 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 be adopted by all offices, agencies and establishments or companies which shall help prevent sexual harassment, sexual abuse and other forms of maltreatment in the workplace.

SECTION 43. Tax Incentives for Business Entities.

The Local Government of Davao City shall provide tax incentives for business entities:

- a) any amount used for the establishment, maintenance and operation of the child day care support system shall be tax-deductible;
- b) annual tax credit per child regularly served for at least one year in the Center; and
- c) annual tax credit per woman extended with maternity leave benefits for breast feeding.

SECTION 44. Monitoring System for Labor Standards.

A mechanism shall be installed in the Integrated Gender and Development Office to monitor all offices, agencies and establishments or companies violating Labor Code provisions and the provisions of this Ordinance.

**ARTICLE V
Health Right**

SECTION 45. Budget for Women's Health.

A substantial portion of the health budget of the City Government shall be allocated for women's health services.

SECTION 46. Upgrading of Health Care Delivery System.

Quality health care and services that are not discriminatory on account of their gender, age, sex, creed, religion and ethnicity shall be implemented in Davao City.

SECTION 47. Reproductive Health Care Delivery, Reproductive Health Defined.

As defined in the International Conference on Population and Development and World Health Organization and affirmed in Beijing Conference, 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 i.e. people are able to have a satisfying and safe sex life and have the capability to reproduce and the freedom to decide it, when and how to do so.

Davao City shall adopt the reproductive health care approach at all levels of health care delivery. Such approach integrates many issues not previously considered central to population: sexuality, reproductive tract infection, gender power relations and domestic violence shall not be limited to family planning and child bearing.

SECTION 48. Women's Control Over their Bodies.

Women's decision to prevent and control pregnancy shall be given appropriate support and guidance by all health professionals, private and public, at very minimal cost.

SECTION 49. Gender-Sensitive Crisis Intervention Unit.

The Local Government of Davao City shall cause the establishment of a Gender-Sensitive Crisis Intervention Unit at all levels of health care, primary, secondary and

tertiary and shall provide service training to all health and other allied personnel who shall be assigned in this unit.

SECTION 50. Gender-Fair Approach to Pre-Marital Counseling Program.

Without prejudice to Sec. 27, Art. II of the Davao City Children's Welfare Code, a review and redesign of the Pre-marital Counseling Program of the Local Government of Davao City shall be jointly undertaken by the Integrated Gender and Development Office, City Health Office and the Davao City Special Office on Children's Concerns and other concerned agencies. Agencies involved shall adhere to the principle of gender-fair pre-marital counseling service.

SECTION 51. Strengthen Primary Health Care Delivery.

In consonance with the Department of Health's thrust and Sec. 19.C, Art. III of the Davao City Children's Welfare Code, the Local Government of Davao City shall strengthen the Primary Health Care Delivery in the context of reproductive health.

**ARTICLE VI
Education Right**

SECTION 52. Sunday Classes for Women.

Sunday classes for women shall be held in all barangay high schools in Davao City to facilitate working women's access to education.

SECTION 53. Promotion of Gender-Sensitive Curricula.

The schools in Davao City shall actively promote gender-sensitive professional school counseling and career education programs to encourage females to pursue academic and technical courses in order to widen their future career opportunities.

SECTION 54. Adult Education.

All women desiring to engage themselves in functional and practical education shall be enlisted in adult education program which shall be set up in all barangays in Davao City.

SECTION 55. Monitoring and Reporting of Stereotyped Portrayal or Roles of Women and Men in Educational Materials.

The Integrated Gender and Development Office shall coordinate closely with the City Division of Schools, Davao Association of Colleges and Schools and other network of schools in monitoring and reporting of stereotyped portrayal of roles of women and men as projected in education materials.

**ARTICLE VII
Socio-Economic Benefits for Women**

SECTION 56. Increase Capital Assistance for Women.

All Local Government departments and agencies engaged in socio-economic programs shall increase their capital assistance and / or subsidy to women especially on land-based projects using community bank approach.

SECTION 57. Access to Safe Water.

All barangays in Davao City shall provide easy access to safe water supply. Appropriate systems shall be installed to ease women's workload.

**ARTICLE VIII
Rural Women's Rights**

SECTION 58. Land for Women-Headed Households and Landless Families.

Idle lands shall be distributed to qualified women-headed households and landless families interested and committed to till the land upon issuance of a memorandum of agreement between the parties concerned. Ownership of such land shall be granted to women-headed households and landless families after ten years of continuous tillage. Support services shall be delivered by the Local Government of Davao City as part of the Memorandum of Agreement.

SECTION 59. Promotion of Land-Based Projects, Land-Based Projects Defined – are activities designed systematically in order to provide women the opportunity to have full access and control over the maximum utilization of land and other indigenous resources.

The Local Government of Davao City shall promote and support land-based projects ensuring food security for rural women utilizing science, women friendly and appropriate technology instilling collectivism.

SECTION 60. Access to Science and Women-Friendly Alternative Technology Education.

The City Agriculturist Office of the Local Government of Davao City in conjunction with the Department of Science and Technology and other related line agencies shall establish a science and women-friendly alternative technology center for rural women in each barangay.

**ARTICLE IX
Special Sectoral Concerns**

SECTION 61. Special Education for Differently-abled Women, Differently-abled Women Defined – are women survivors of physical impairments and have differentiated needs and potentials.

There shall be a special education school for differently-abled women in Davao City which shall offer appropriate technology curricula.

SECTION 62. Advocacy on Differently-abled Women's Rights.

Active advocacy on the rights of differently-abled women shall be conducted by the Integrated Gender and Development Office.

SECTION 63. Creative Employment Opportunities for Differently-abled Women.

The Local Government of Davao City shall develop creative employment opportunities for differently-abled women recognizing their differentiated conditions and full potentials as human persons.

SECTION 64. Reporting of Cases of Harassment Committed Against Differently-abled Women.

The Local Government of Davao City through its Integrated Gender and Development Office shall require all barangays to monitor and report cases of harassment committed against differently-abled women.

SECTION 65. Organization of Differently-abled Women.

Each barangay shall create a committee of differently-abled women within the Barangay Development Council in order to advance the interests of this special group of women.

SECTION 66. Organization of the Elderly Women.

Each barangay shall create a committee of the elderly women within the Barangay Development Council in order to advance the interests of this special group of women.

SECTION 67. Support Funds for the Elderly Women.

Funds shall be allocated to the psychological help for the elderly women to include emergency assistance, routine physical check-up, social group work program and appropriate socio-economic activities.

SECTION 68. Support to Women in Detention.

Rights of all women detainees shall be protected. a) Speedy trial of their cases shall be ensured by all concerned; b) An appropriate program shall be designed to respond to their specific needs and problems as detainees; and c) Separate structure and space for detention and rehabilitation shall be provided

SECTION 69. Respect for Women's Sexual Preference.

Women's rights to sexual preference shall be respected and protected.

**ARTICLE X
Women and Children Support System**

SECTION 70. Daycare Centers.

The local government of Davao City shall ensure that Day Care Centers are set up in every barangay to free women from other activities such as taking a job or going back to school without prejudice to the Davao City Children's Welfare Code.

SECTION 71. Parental Authority.

The father and mother shall jointly exercise parental authority over the persons of their common children. In case of disagreement, the couple shall consult their family counsel or shall bring the matter before the Lupong Tagapamayapa for conciliation.

**ARTICLE XI
Gender and Development**

SECTION 72. Gender and Development Defined.

Conscious efforts at improving the quality of lives of women and men 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 women's oppression in both the private and public spheres. It sees women as agents of change, instead of mere recipients of development assistance. It calls for structural change as well as reorientation of the patriarchal culture.

SECTION 73. Gender Sensitivity and Training, Gender Sensitization Defined.

It is an experiential and critical process of learning and unlearning by an individual, female or male, of the causes and effects of the culturally determined roles of women and men.

All schools, offices, establishments or companies, departments and agencies of the Local Government of Davao City shall be provided with gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender issues and concerns. Likewise all establishments, schools, colleges and universities shall develop assessment tools for gender biases.

SECTION 74. Active Support to Gender Studies.

A sufficient amount shall be allotted to gender-related documentation and researches which shall form part of Davao City's data-based program development.

SECTION 75. Popularization of Gender-Fair Materials.

There shall be an active promotion and publication of gender-fair materials in popular forms in Davao City.

SECTION 76. Gender and Development Officer.

A Gender and Development Officer shall be appointed to initiate gender and development program in the offices, establishments, companies, departments or agencies of the Local Government of Davao City in close coordination with the Offices of Integrated Gender and Development and Human Resource Development.

SECTION 77. Integrated Gender-Sensitive and Environment-Friendly Zonification Plan of Davao City.

An integrated gender-sensitive and environment-friendly zonification plan of Davao City shall constitute the following but not limited to:

- a. Relocation of communities shall not deprive women of their sources of livelihood.
- b. Relocation sites shall not contribute to an increase in women's burden in economic, home, and social production.
- c. Housing and industrial project sites shall be those unproductive lands unsuitable for economic purposes.
- d. Industrial center for light industry shall be placed in key districts of Davao City while heavy industry shall be centralized in one district.

SECTION 78. Community-Based Environmental 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 with due respect for the indigenous and Moro people's culture and rights to self determination.

SECTION 79. Gender-Sensitive Natural Resource-based Management Programs.

The Local Government of Davao City shall engage itself in the development of gender-sensitive natural resource-based management programs.

SECTION 80. Role of Women in Environmental Impact Assessment of Projects.

The Local Government of Davao City shall promote the active role of women in environmental impact assessment of projects. Instruments for environmental impact assessment shall consciously determine sex disaggregated data.

SECTION 81. Promotion of Appropriate Technology.

The Local Government of Davao City shall actively promote an alternative technology that is appropriate and safe for women.

SECTION 82. Creation of Resource Management Council.

Each barangay shall create resource management council which shall ensure promotion and protection of ecological balance and full participation of women.

SECTION 83. Sufficient Budget for Basic Social Services.

A sufficient amount for the basic social services for women and children in extremely difficult circumstances shall be allocated from all sources of funds.

SECTION 84. Investments and Loans.

The Local Government of Davao City shall hold consultative assemblies with women GOs and NGOs in establishing contracts for loans and investments to clarify implications on women's welfare and development at the barangay level.

SECTION 85. Overseas Contract Workers (OCW) Wives and Children Support.

The Local Government of Davao City shall conduct at the barangay level a survey of overseas contract workers, results of which shall serve as basis for special support to women and children.

SECTION 86. Special Course on OCW.

A special course on overseas contract work primarily to orient women on the issues and concerns relative to migration shall be systematically introduced to all women especially at the barangay level.

SECTION 87. Education on National Policies.

Women and men shall undertake education on national policies and their implications on women.

SECTION 88. Special Training for Lupong Tagapamayapa.

A special para-legal training for Lupong Tagapamayapa shall be conducted along gender question and related matters.

SECTION 89. Gender Sensitization as a Pre-requisite to Employment and Promotion.

There shall be a gender-sensitive assessment to be conducted by the Gender and Development Office to all concerned as a pre-requisite to hiring and promotion of personnel.

SECTION 90. Gender and Population.

The City Health Office shall review and redesign the population program that it becomes not contraceptive-based but reproductive health conscious.

SECTION 91. Training on Non-Traditional Occupation.

Women shall be given opportunity to acquire training on non-traditional occupation such as those related to science and technologies.

**BOOK II – FINAL PROVISIONS
CHAPTER I – PENAL PROVISIONS**

ARTICLE 1

Violence Against Women and Children

SECTION 1. Soliciting Women's Services.

It's unlawful for a person to solicit a women's service for sexual purposes as a gift, representation, public relations, or as act of goodwill regardless of whether the solicitor profits or not from such act without prejudice to the provisions of the Revised Penal Code.

Any witness may file complaint together with the affected women to the proper court. penalty for such is a fine of P 5,000.00 or an imprisonment of one year.

SECTION 2. Other Forms of Trafficking in women.

Any person or agency who with the use of deceit, lures a woman to work abroad or in other provinces or cities in the Philippines for a particular job on a promise of high fees, but instead landed on prostitution, domestic help or other odd jobs. Violators of this provision shall be penalized by an imprisonment of one year or a fine of P 5,000.00, or both, at the discretion of the court.

SECTION 3. Sex Trade.

Any agency or any person who shall engage in keeping women for sex for a free shall suffer the penalty in accordance with the Revised Penal Code.

SECTION 4. Sex Tours.

No hotels, beach resorts, sauna baths, and related establishments shall be allowed to operate as conduit for sex tours. Cancellation of business permit, a fine of P 5,000.00 and an imprisonment of one year shall constitute the penalty for violation.

SECTION 5. "Beauty" Contest.

Beauty contests which tend to commodify, abuse, humiliate and treat women as sex objects shall be strictly prohibited in schools, communities, barangays, and by the City Government in its special celebrations, but in their stead the projection of women's strength and potentials, specially with regard to indigenous and culturally-relevant forms shall be encourage.

Those who initiated the conceptualization and implementation of the beauty contest shall be subjected to penalty consisting of the following:

For business organizations:

- a. Cancellation of business permit
- b. Fine of P 5,000
- c. Others, as prescribed in the implementing rules and regulations of this Code.

For representatives of agencies, departments or units of the local government of Davao City.

- a. Suspension of one month without pay
- b. Fine of P 5,000
- c. Others, as prescribed in the implementing rules and regulations of this Code. Fine of P 5,000

For educational institutions, charity or welfare organizations:

- a. cancellation of license to operate
- b. Fine of P 5,000
- c. Others, as prescribed in the implementing rules and regulations of this Code

Section 6. Fund Raising Initiative Defines.

It also refers to any activity, whether in whole or in part, integrated in any raffle dra, benefit or disco dance, premier showing ot 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.

All fund-raising initiatives as defined in this code shall be strictly prohibited in Davao. Violators of this provision shall pay a fine of P 5,000 or imprisonment of six months, or both at the discretion of the court.

Section 7. Benefit Dance/Dico Defined.

It refers to a dance in the locality where women are in the process being commodified for fund-raising purposes.

Section 8. Women in Armed Conflict Situation.

- a. No women shall be denied of basic social services in armed conflict areas
- b. No women or girl-children shall be kept by any PNP/military detachment/checkpoint or any analogous quarter for purposes of comfort.

Violation shall be penalized through summary dismissal proceedings of the local AFP/PNP and/or at the discretion of the local Police Law Enforcement Board.

Section 9. Forced marriage.

No woman shall be forced to marry on the basis of violated consent. Any person or agency representative committing fraudulent or coercive act to cause and effect a forced marriage shall be liable under this Code by a fine of P5,000, or an imprisonment of one year, or both, at the discretion of the Court.

Section 10. Conscious Surveillance of Entertainment Establishments.

A regular Task Force shall be created to conduct conscious surveillance of entertainment establishments exploiting women. Failure of Task Force to submit weekly report shall be subject to administrative sanction.

**ARTICLE II
Cultural Identity of Women**

Section 11. Indigenous and Moro Cultural Practice.

Indigenous and Moro 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. Failure to comply with this provision shall be subjected to a maximum fine of P 5,000

Implementing rules and regulations of this section shall include issuance of certificate by local offices of the Office of Southern Cultural Communities and Office of Muslim Affairs identifying the cultural community affiliation.

**ARTICLE III
Labor and Employment**

Section 12. Equal Access to Job Training and Promotion.

No woman shall be deprived of job training and promotion on account of her gender, ethnicity, creed, religion and civil status. Violations by private employers shall constitute a fine of P 5,000 and a 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 fine of P 1,000.00

Section 13. Wage and Benefits 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 P 5,000 and a 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 P 1,000.

Section 14. Facilities and Support Systems for Women.

The Local Government of Davao city shall ensure the safety and health of women employees. In appropriate cases, it shall require employers to:

- a) provide proper seats 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;
- 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 breastfeeding centers for women in the workplaces.

Violation by private employers shall constitute a fine of P 5,000 and a cancellation of business permit or as prescribed by the Court. Government unit or agency head of office is liable with the penalty of three month suspension and a fine of P 1,000.00

Section 15. Reproductive Health Services.

Big companies as well as labor intensive establishments shall provide reproductive health services to working women regardless of civil status as a manifestation of concern for women's role in social production. Cancellation of business permit or license to operate and a fine of P 5,000 shall constitute the penalty for provision of this Code.

Section 16. Orientation on Sexual Harassment.

All local offices agencies and establishments or companies, government and private, in Davao City shall conduct orientation on sexual harassment. Failure to comply with this provision shall pay a fine of not less than P 3,000.00 or at the discretion of the Court. The head of office shall be held liable through an administrative sanction.

Section 17. 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 maltreatment in workplaces.

Monitoring team shall be composed of representative of the offices of the City Engineer, City Social Services and Development and Integrated Gender and Development to conduct inspection in compliance with the above provision.

Failure to comply with this provision shall mean payment of a fine and a suspension of business permit or license to operate for three months. For local government department or agency, an administrative sanction shall be imposed for which the Head of Office shall be held liable.

Section 18. Increase Maternity Leave Benefits as Incentives for Breastfeeding Mothers in the Public and Private Sector.

Maternity leave benefits of 90 days shall be extended to all women employees (public and private) who have rendered at least one year continuous service, provided that 90 days of the leave period shall be used for breastfeeding her new-born baby.

Employer who violates this provision shall pay a fine a fine of P 5,000 and a suspension of business permit or license to operate for six months. For local department or agency, an administrative sanction shall be imposed.

Section 19. Barangay-Based Househelp Support.

All barangays in Davao City shall conduct compulsory education for both house help and household employers on gender-sensitivity. An administrative sanction shall be imposed to any Barangay Council which fails to comply with this provision.

Section 20. Women in the Entertainment Industry.

Women engaged in the entertainment industry 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 place of work as specified in the business permit of the establishment concerned. Violation of this provision shall be subjected to a fine of P5,000 or cancellation of business permit, or both at the discretion of the Court.

Section 21. Raids.

Police brutality shall not be allowed during conduct of raids in the entertainment establishment. Violation of this provision shall be subjected to an administrative sanction.

**ARTICLE IV
Health Right**

Section 22. Socialized Reproductive Health Services for All Hospitals.

No hospital in Davao City shall deny a woman living below the poverty line of reproductive health services. Certificate of indigency shall be issued by the Barangay Captain.

In cases of emergency, a social worker or any authorized personnel shall be designated to conduct rapid appraisal of the socio-economic status of the patient for admission purposes. Non-compliance of the Administrator of this provision shall be penalized by a fine of not more than P 3,000.

**ARTICLE V
Socio-Economic Benefits for Women**

Section 23. Socialized Lending for Women.

- a. All banks, financial/lending institutions and cooperatives shall open special windows for lending to women including young women who lack access to traditional sources of collateral.
- b. No woman shall be deprived of credit. Money lending institutions shall establish a "socialized lending scheme friendly to women" which shall constitute the following:
 1. Bank rate interest
 2. No post-dated checks
 3. Certificate of Income Generating Activity from Barangay Captain

Non-compliance of this provision of this provision shall be subjected to a fine of not less than P 3,000 and a suspension of business permit or its equivalent.

**ARTICLE VI
Rural Women's Rights**

Section 24. Promotion of environment-Friendly Technologies.

No local government agency or its representative shall act as agent of inorganic fertilizers, herbicides, and pesticides. An administrative sanction shall subject the barangay the barangay council to an administrative sanction.

**ARTICLE VII
Special Sectoral Concerns**

Section 25. Barangay-Level Sanction on Cases of Sexual Harassment Committed Against Differently-abled Women.

All barangays in Davao City shall formulate a barangay-level sanction on cases of sexual harassment committed against differently-abled women. Failure to comply with this provision shall subject the barangay council to an administrative sanction.

**ARTICLE VIII
Women and Children**

Section 26. Support to Women and Children.

All agreements or settlements arrived at the barangay-level relative to the support of the children shall be final and executory. Violation of such agreements or settlements shall be subjected to a fine of P 1,000 and an imprisonment of one month.

**ARTICLE IX
Gender and Development**

Section 27. Gender Sensitivity Orientation and Training.

All schools, offices, establishments or companies, departments and agencies including barangay officials of the Local Government of Davao City shall initiate gender sensitivity orientation and training, which shall equip them with theoretical and practical knowledge on gender justice. Non-compliance of this provision shall require the concerned party to pay a fine of P 5,000 and issuance of warning by the Integrated Gender and Development Office.

Likewise all establishments, school, colleges and universities shall develop assessment tools for gender biases.

**CHAPTER II
Provisions for Implementation**

Section 28. Creation of Integrated Gender and Development Office, Creation of Integrated Gender and Development Office, Defined.

It refers to the office, which shall be created by the Local Government of Davao City responsible for the implementation of this Ordinance. It addresses itself to the

convergence of the local government efforts towards a district level coordination and cooperation in facilitating gender and development program planning, development, implementation, monitoring and evaluation.

The Integrated Gender and Development Office of Davao City shall be created specifically to realize the provisions of this Ordinance. It shall be the coordinative, regulatory and monitoring body of the Local Government of Davao Cit to focus on gender-sensitive projects and activities. It shall become the local expression of the National Commission on the Role of the Filipino Women (NCRFW).

Section 29. Functions of the Integrated Gender and Development Office.

This distinct Office shall have the following functions to ensure consistency in the implementation of the provisions of this Ordinance:

a. Monitoring and Coordinative Functions. These functions shall see through the realistic, measurable and tangible results of the implementation of this Ordinance.

These include but not limited to:

a.1. Gender-Sensitive Watch.

A system of services and facilities in order to monitor status of women in the City of Davao wherein all departments and agencies of Davao Cit shall develop conceptual and practical methodologies for incorporating gender perspective into all aspects of economy and policy-making. It shall collect gender and age disaggregated data on poverty situation and all aspects of economic activity and develop qualitative and quantitative statistical performance from a gender perspective. It shall also serve as the data bank of Davao City on gender and development.

a.2 Legal Aid Services Check

Coordinated services for any legal actions needed by the women in protecting their rights shall be installed.

a.3 Advocacy and Campaign Management

A coordinated advocacy and campaign on ail forms of discrimination and violence against women shall be installed.

a.4 Sustainable and Gender-Sensitive Project Development

A system of appraisals of projects to determine sustainable impact on women and men and men, local economy, politics, culture and ecosystem.

a.5 Violence in Media Check

An active dialogue with tri-media representatives shall be undertaken by the Sangguniang Panlungsod Committee on Women's Welfare and Development and women GOs and NGOs on incidence of all forms of violence in media.

b. Regulatory Function.

This function shall include establishing protocols and standards relevant to the following concerns:

b.1 Education and Training Benchmark.

Gender-sensitivity education and training for all departments and agencies of the Local Government of Davao City and at the barangay level shall be designed. Standards for contents on the course shall be established by the Office.

b.2 Psychosocial Support Program

A holistic and indigenous approach to women with social dysfunctioning which includes attendance to their physical/biological, emotional, psychological and social needs shall be set up. Indicators of program success shall be established by the Office.

b.3 Early Childhood Care and Development Program and Services

Appropriate support services for women and children shall include crèche and day care services for infants and toddlers as prescribed in RA 6972 and the Davao City Children's Welfare Code. Indicators of quality of services shall be established by the Office.

It shall be involved in all the processes related to the conceptualization, development, assessment and evaluation of programs and projects of the Local Government of Davao City.

Section 30. Role of the Council for Women of Davao City

The Davao City Council for Women shall become the consultative-assembly of the Integrated Gender and Development Office for its periodic planning and programming, program implementation, monitoring, assessment and evaluation.

Section 31. Rules and Regulations.

Through an Executive Order, an Executive Committee composed of the City Prosecutor's Office, City Legal Office, City Social Services and Development Office, and the Sangguniang Panlungsod shall promulgate the rules and regulations necessary to carry out the provisions of this Ordinance.

A consultative body shall be convened periodically through-out the formulation of the Implementing Rules and Regulations which shall be composed of official representatives of the various agencies of the Local Government and Women NGOs involved in the process of drafting of this Code.

A Technical Working Group shall be formed for an effective and efficient realization of the Implementing Rules and Regulations.

Such rules and regulations shall take effect upon their publication in two (2) local newspapers of general circulation.

Section 32. Compliance Report.

Within six (6) months from the effectivity of its code and every six (6) months thereafter, all Local Government departments, including its agencies and instrumentalities, shall submit a report to the Sangguniang Panlungsod on their compliance with this Code.

Section 33. Appropriations.

For the effective implementation of this Ordinance, the Local Government of Davao shall implement the amount appropriated from official development assistance as stipulated in RA 7192. It shall also appropriate six (6%) from its Annual Development Fund.

CHAPTER III

Final Provisions

SECTION 34. Separability Clause.

If for any reason any section or provision of this Ordinance 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 35. Repealing Clause.

All Ordinances, local issuances or rules inconsistent with the provisions of this Ordinance are hereby repealed or modified accordingly.

SECTION 36. Effective Clause.

This Ordinance shall take effect upon approval and after publication in the newspapers of general circulation.

ENACTED: September 17, 1997

A vote of unanimity has been entered into the records.

APPROVED:

(SGD.) NILO G. ABELLERA
City Councilor
Acting Presiding Officer

APPROVED: OCT. 14, 1997

ATTESTED:

(SGD.) GUILLERMO G. SALDANA
Secretary
Sangguniang Panlungsod

(SGD.) RODRIGO R. DUTERTE
City Mayor II
City of Davao

ATTESTED:

(SGD.) ANTONIO V.A. LLAMAS
City Administrator

**Republic of the Philippines
City of Davao
Office of the City Mayor**

EXECUTIVE ORDER NO. 24

**PROVIDING FOR THE RULES AND REGULATIONS IMPLEMENTING ORDINANCE 5004,
OTHERWISE KNOWN AS THE WOMEN DEVELOPMENT CODE OF DAVAO CITY
AND FOR OTHER PURPOSES**

WHEREAS, it is the policy of the State to uphold the rights and general well-being of every citizen in the country;

WHEREAS, it is the policy of the Local Government of Davao City to uphold the rights of women and the belief in their worth and dignity as human beings;

WHEREAS, the Local Government of Davao City is committed to pursue and implement vigorously gender responsive development policies, design an integrated gender and development support systems, taking into consideration women's immediate economic survival with support for their efforts of empowerment and self-determination, and to adopt and implement measures to protect and promote their rights;

WHEREAS, City Ordinance No. 5004, otherwise known as the Women Development Code of Davao City, hereinafter referred to as the Code, provides for an integrated gender and development support system in the city;

WHEREAS, Section 31, Chapter II, Book II of the said Code stipulates the creation of an Executive Committee to promulgate the rules and regulations that shall serve as guidance and measures to carry out the provisions of the Code;

WHEREAS, responsive rules and regulations are needed to affect the required mechanism that will ensure the promotion and protection of women's rights and substantially enhance the participation of women in the development process in ways equal to that of men;

NOW, THEREFORE, I, BENJAMIN C. DE GUZMAN, Mayor of the City of Davao, by virtue of powers vested in me by law and the sovereign will of the Filipino people and upon the recommendation of the Joint Executive-Legislative Committee of the Code, do hereby order:

RULE I

POLICY AND APPLICATION

- Section 1.** **Purpose.** These rules and regulations provide guidance and measures that will promote and protect women's rights and mobilize and substantially enhance the participation of women in the development process in ways equal to that of men.
- Section 2.** **Declaration of Policies.** It shall be the policy of the Local Government of Davao City to uphold the rights of women and the belief in their worth and dignity as human beings. Women shall be recognized as full and equal partners of men in development and nation building and men shall share equally with women in all forms of productive and reproductive activities.

The local government of Davao City shall actively contribute to the establishment of national and international economic order based on sustained, equitable growth and balanced ecology. And that any development effort it undertakes should enhance women's full potentials, uplift their status and lead to the improvement of the quality of their lives, their families and that of their communities.

Towards this end, the Local Government of Davao shall pursue and implement vigorously gender-responsive development policies, design an integrated gender and development support systems, taking into consideration women's immediate economic survival with support for their efforts of empowerment and self-determination, and to adopt and implement measures to protect and promote their rights.

To attain the foregoing policy:

1. Thirty Percent (30%) of the Official Development Assistance funds received from foreign governments and multilateral agencies and organizations shall be set aside and utilized in accordance with the provision of RA 7192, otherwise known as Women in Development and Nation Building Act, by the local government departments and agencies of Davao City concerned to support programs and activities for women;
2. All local government departments and agencies of Davao City shall ensure that women benefit equally and participate directly in the development programs and projects of said departments and agencies, specifically those funded under official development assistance, to ensure the full participation and involvement of women in the development process pursuant to RA 7192.
3. All government proposals shall ascertain the inclusion of gender-responsive indicators and guidance while not be remiss in locating the root of women's oppression, pursuant to all United Nation's Declaration of which the Philippine government is signatory.
4. All government departments and agencies of Davao City 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.
5. The Council for Women of Davao City, as provided for under Section 30, Art. II, Chapter II, Book I of the Code shall be actively consulted in matters dealing with official development assistance or foreign aid so as to determine gender biases And implications on women.

RULE II

IMPLEMENTING MECHANISM

Section I. Definition of Terms.

As used in these rules, unless the context otherwise requires –

1. **Women** – refers to those biologically female persons whose ages above seventeen years with differentiated developmental needs having production and reproduction capacities.
2. **Young Women** – refers to those biologically female persons whose ages are above seventeen years but below thirty with differentiated developmental needs having production and reproduction capacities.
3. **CPDO** – refers to City Planning and Development Office, a staff office that maximizes the planning capability of the city government acting as the secretariat of the City Development Council. Its functions include the functional responsibilities of the City Housing Office and the devolved functions of the Department of Trade and Industry such as information services, which include investments and

marketing information, systems, industrial research and development services, and investment support services.

4. **CSSDO** – refers to City Social Services and Development Office, assumes the devolved functions of the Department of Social Welfare and Development which ensures that maximum attention be given to the social needs and concerns, and development of the public. It carries a line function in order to meet the needs of the public efficiently and effectively.
5. **IGDD** – refers to the Integrated Gender and Development Division, the coordinative, regulatory and monitoring body of the city government to focus on gender and development. It is a division of the City Mayor's Office, which will enable the city government to come up with gender-responsive planning and program development, promotion of women empowerment and other related activities pursuant to RA 7192 and the code.
6. **CHO** – refers to City Health Office, a line office of the local government, which ensures the direct provision of health services.
7. **CAO** – refers to City Agriculture Office, a line office that enables the city government to maximize its attention to agricultural programs.
8. **CENRO** – refers to City Environment and Natural Resources Office, originally an ad hoc office, created and constituted through Executive Order No. 6 dated February 12, 1993 whose some functions are devolved from the Department of Environment and Natural Resources and while others realigned functions from the Department of Public Services to assume a line function along environmental protection.
9. **HRMO** – refers to Human Resources Management Office, a line office, which enables the city government to take care of its personnel and adopt a more effective personnel management program, towards a more effective professional workforce.
10. **CCR** – refers to City Civil Registrar or commonly called the Local Civil Registrar, is a line office, which enables the city government to effectively, and efficiently serves the public relative to civil registration requirements.
11. **Code** – refers to the Ordinance No. 5004 providing for an Integrated Gender and Development Support System in Davao City, otherwise known as Women Development Code of Davao City and for Other Purposes.
12. **Division** – refers to the Integrated Gender and Development Division.
13. **Social Worker** – refers to the social welfare and development officer of a local government unit.
14. **WNGOs** – Women Non-Governmental Organizations refers to the groups, aggrupation or teams of women with tract record in women program planning and development, which may have direct or indirect services for women and hold offices in Davao City.
15. **CWWD** – refers to the Committee on Women's Welfare and Development, the committee created by the City Council tasked to design policies for the advancement of women.
16. **Women Work** – refers to functions, tasks and activities of women related to education or organizing or mobilization or program planning and development (for a considerable period of time) whose ultimate objective is to empower women.
17. **Patriarchy** – in social terms, refers to the system of male dominance, that is, that it establishes an unequal power equation between men and women.

Section 2. IGDD Defined. IGDD is a division of the City Mayor's Office, which shall be created by the city government in accordance with Sec. 28, Chapter II, Book II of Ordinance No. 5004. It shall enable the city government to address itself to the convergence of efforts towards a district level coordination and cooperation in facilitating gender and development program planning, development, implementation, monitoring and evaluation. IGDD shall assume key responsibility in realizing the provisions of the Code.

Section 2.a Organization Objectives.

In order to realize the provisions of the Code, IGDD shall adopt the following objectives;

1. To increase gender responsive policies and programs in both government and private organizations by 40 percent from 1998 to 2015.
2. To initiate long-term mechanisms that effectively address gender concerns in development processes from planning, programming, budgeting to implementation, monitoring and evaluation at the district and barangay levels.
3. To evolve clear concepts and strategies for women empowerment in the context of Philippine social realities in general, and the city, in particular taking into consideration the Moro women, indigenous women and women settlers concrete condition.

Section 2b. Functions.

The Division's functions as contained in the Code include but not limited to the following:

A. Monitoring and Coordinative Functions

1. Gender-Sensitive Watch

- 1.1 Institute gender responsiveness in local development plans and coordinate the preparation, assessment and updating of Davao City Development Plan for Women, and ensure its implementation at all levels;
- 1.2 Undertake collection of accurate gender and age disaggregated data on poverty situation and all aspects of economic activity and develop qualitative and quantitative indicators to facilitate the assessment of Davao City's economic performance from a gender perspective;
- 1.3 Gender-sensitive appraisal of all events, establishments/agencies, policy statements and other pronouncements and implementation of corresponding actions against any violations.

2. Legal Aid Services Check

2.1 Maintain coordinated services for any legal actions needed in protecting women's rights, which shall primarily include follow through of prosecution of women's complaints.

2.2 Initiate continuing advocacy to promote women's economic, social and political empowerment and provide technical assistance in the setting up and strengthening of mechanisms on gender mainstreaming.

3. **Violence in Media Check** – maintain coordinated services for any sustained actions against violence in media in accordance with existing laws and the provision of the Code.

B. Regulatory Functions

1. Education and Training Benchmark

1.1 Ensure gender-sensitivity education and training for all local government departments and other agencies and barangay units by establishing standards of course contents for the guidance of government and private organizations.

2. Psychological Support Program

2.1 Institute appropriate intervention models attending to the social context of women's specific problems and needs specifically in situations of violence or abuse for the guidance of all women-centered programs and services, government or private. Particular consideration is given to holistic and indigenous approach to women with social dysfunctioning which include special attention to their physical/biological, emotional, psychological and social needs.

3. Early Childhood Care and Development Program Monitor

3.1 Undertake active role in sustaining support system for women and children such as in implementing RA 9262, the Barangay Day Care Law and the Davao City Children's Welfare Code and the Code.

4. Indigenous Philippine Culture Enhancement and Promotions

4.1 Ensure, preserve, enhance and promote the aspects of the indigenous Philippine culture which affect women positively throughout the development process.

5. **Standards Check.** Setting standards for all women/gender and development mechanisms instituted by all establishments and local government agencies and instrumentalities.

Section 2.c Programs

2.c.1 Establishment of institutional mechanisms for women/gender- responsive planning and programming.

2.c.2 Creation and strengthening of GAD focal points per E.O. 348, Office of the President and Ordinance No. 5004, stipulating appointment of Integrated Gender Development Officer.

2.c.3 Planning for women/gender and development concerns. This is to institutionalize gender-responsive planning and programming in government along:

- planning tools development and packaging
- formulation of an integrated plan for women/gender and development
- influencing mainstream planning and program development

2.c.4 Training in Gender and Development

- Enhancement of local government capability in responding to gender issues in its policies, programs and projects. It involves the conduct of seminars for women/gender consciousness raising and for technical training on gender responsive development planning and programming. It targets key persons in government and private sectors, namely: policy-makers, planning, trainers and GAD Focal Points.

2.c.5 Policy Research and Strategy Development

- Conduct of policy studies on women's special concerns and practical needs as coordinated with concerned WNGOs.
- Conduct of studies on existing/proposed laws to ensure effective intervention in policy making

- 2.c.6 Development of Davao data base on women
 - establishment of data resource materials
 - establishment of electronic data bank network
- 2.c.7. Media Relations
 - information-education-communication network building
 - resource mobilization through media
- 2.c.8. Affiliation/Accreditation
 - recognition of gender-sensitive offices
 - recognition of women organizations and gender-fair people's organizations
- 2.c.9 Networking
 - identification and mobilization of resources
 - referral build-up
 - personnel exchange

Section 3. Budget and Finance

Section 3.a Declaration of Intent. In the implementation of the provision on Appropriation of the Women Development Code, the following considerations shall be strictly observed:

- a.1 The concept of mainstreaming gender concerns in the development process shall be strongly pursued at all times. This standpoint is essential in ensuring the expedient participation in development and nation building of women as a distinct human resource of society.
- a.2 In support of the full benefits of gender responsive planning, external and local resources shall be increasingly mobilized for utilization by the local government unit and its agencies to support programs and projects for women.
- a.3 IGDD shall endeavor to sustain if not increase the budgetary allocation to enable itself and the concerned departments/agencies to promptly and adequately meet the needs of the women sector.

Section 3.b. Source of Finance. The activities embodied in the Implementing Rules and Regulations shall be implemented using but not limited to the following sources:

- b.1 In the implementation of development programs, projects and activities, the IGDD and local government departments/agencies shall utilize six (6) per cent of the 20% Development Fund, subject to the DILG Memorandum Circular entitled "Policies and Guidelines on the Utilization of the Twenty Percent Development Fund and Related Matters" and from the Gender Responsive Projects Funds included in the yearly General Appropriation Act.
- b.2 Appropriation for Personal Services. Maintenance and Other Operating Expenditures and Capital Outlay shall be sourced from the regular budget of the IGDD and government departments/agencies.
- b.3 In the implementation of the amount appropriated from Official Development Assistance, IGDD and CPDO shall continually coordinate with NEDA on further translating into more operational terms the provision on Resource Mobilization under Rule II of the Implementing Rules and Regulations of R.A. 7192, other wise known as "women in Development and Nation Building Act."

- b.4 In cases where some critical activities ca not be funded from the regular budgets and the six percent of the 20% Development Fund. IGDD and the concerned government departments/agencies shall source these from supplemental budgetary requests and/or from foreign governments and multi-lateral agencies/organizations.

Section 3.c Expenditures. All expenses shall be in accordance with standard government accounting rules and procedures and other regulations and guidelines set forth by the Commission on Audit and the Department of Budget and Management.

Rule III

EXTERNAL RELATIONS

Section 1. **Davao City Council for Women (DCCW) defined.** The Davao City Council for Women refers to the assembly of women organizations in the city from barangay to district level.

Section 1.1 **Role and Functions.** The Davao City Council for Women shall become the consultative-assembly of IGDD for its periodic planning and programming, program implementation, monitoring, assessment and evaluation. It shall be actively consulted in matters dealing with official development assistance or foreign aid to determine gender biases and implications on women. It shall have defined organizational relations with the existing women organizations and other women groups.

Section 1.2 **Composition.** The following shall compose the Council for Women:

- barangay women organizations
- existing women organizations with mass membership at the community level
- women groups in schools, government and private offices as a cluster for representation in the council

Section 1.3 **Election of Officers and Creation of Committees.**

Position, committees and election procedures shall be identified in a constitution and by-laws to be drafted by IGDD in consultation with WNGOs.

Section 1.4 **Term of Office.**

The officers and committees shall serve for one term equivalent to three years.

Section 1.5 **Compensation.**

The officers and members of the committees of the Davao City Council for Women shall serve without any compensation.

Section 1.6 **Secretariat Support.**

Temporarily, the staff of IGDD shall render secretariat services to the Davao City Council for Women until such time that it can sustain its operations and perform autonomous functions in consultative status with IGDD.

Section 2. IGDD, Other Bodies' Relations

Section 2.1 Roles and Responsibilities of Local Government Agencies and Departments in Relations to Gender and Development.

Section 2.1.1 Planning and Program Development

All local government agencies, departments and committee formation shall:

- a) In consultation with IGDD, come up with relevant planning and program development frameworks that will appropriately ensure the integration of gender concerns in development plans and direct service programs in the city, district and barangay levels;
- b) Ensure the continuing participation of non-governmental organizations and people's organizations, including women's groups-which are able to articulate gender concerns in relevant units and working groups for policy formulation and development planning;
- c) Devise appropriate measures to build and strengthen linkages and referrals that will ensure complementation in direct service program development and enrichment; and ensure complementation in policy directions and recommendations in appropriate executive and legislative agenda.

In addition, all government agencies and departments involved in direct service provision shall, in consultation with IGDD, come up with relevant social work intervention framework that will appropriately ensure the integration of gender concerns in direct service program development and enrichment in the city, district and barangay levels.

Section 2.1.2 Programming

All government agencies, departments and committee formations, particularly the City Development Council and CPDO, shall:

- a) Review existing project proposal forms and guidelines, revise them accordingly and ensure that sex-disaggregated data are adequately reflected in the program/project's situationer and made as basis for the identification of strategies and activities which remove gender biases, enhance productive roles of women and support women's reproductive functions.
- b) In cooperation with IGDD, develop a set of viable criteria for guidance of project evaluators in assessing the extent of gender responsiveness in relevant aspects of project proposals and direct service intervention program plans;
- c) Evaluate programs and projects from a gender perspective and recommend viable measures on further integrating gender concerns in those that are found to be technically sound and feasible;
- d) Prioritize well packaged, technically sound and feasible programs and projects that are found to increase the access of women to social and health services, income and employment opportunities, including those that would equip women with decision-making and appropriate skills;
- e) Actively advocate donor's community to sustain their priorities towards assisting and funding innovative gender-responsive programs and projects. As a more crucial activity, they shall increasingly mobilize implementing agencies, specially their department heads/management officials to give high priority to efforts that will strengthen existing mechanisms and structures towards the integration of gender concerns in their planning, programming, monitoring and evaluating functions;
- f) In partnership with IGDD, mobilize agencies through periodic consultations and memorandum circulars to review their pipeline programs and projects and accordingly integrate gender concerns.

Section 2.1.3 Monitoring and Evaluation

All government agencies, departments and committee formation shall:

- a) In coordination with IGDD, provide guidelines for the regular monitoring and evaluation of programs and projects-during periodic impact assessments, studies and post-implementation evaluations to determine the extent to which gender concerns have been addressed and accordingly mainstreamed.
- b) Identify, generate and make available crucial gender-disaggregated data to be used as tools in monitoring and evaluation;
- c) Initiate pro-active measures towards ensuring the timely and adequate collection of gender-disaggregated data for planning and programming purposes;
- d) Set-up and reactivate their gender focal points and periodically assess their performance and progress vis-à-vis their functions and the implementation of the provision of the Code.

Section 2.2 Specific Roles and Responsibilities

In addition to the above-mentioned roles and responsibilities, the following local government departments and units are identified to provide services and engage in specific activities, as provided by the Code.

Section 2.2.1 CPDO and IGDO

a. Development Planning /Advocacy

- a.1 CPDO, in consultation with IGDD, shall come up with relevant planning/updating framework to the various Planning units of the Local Government Agencies and the Committees of the City Development Council that will appropriately ensure the integration of gender concerns in the development plans. CPDO and IGDD shall provide technical assistance to the Planning units. They shall extend the same to the district/barangay planning bodies.
- a.2 IGDD shall provide the implementing agencies and the barangay councils prior to the Planning Exercise, relevant guidelines which they can consider in drafting their respective inputs to the formulation of the Local Development Plans, the City Development Reports and related reports. These guidelines shall be updated to respond to emerging developments.
- a.3 IGDD shall continue to spearhead the formulation and updating of the Davao Perspective Plan for Gender and Development and related documents.
- a.4 IGDD and CPDO shall devise appropriate measures to build and strengthen linkages with the concerned Legislative Committees for the purpose of ensuring complementation in policy directions and recommending appropriate legislative agenda.
- a.5 CPDO in consultation with IGDD, shall ensure the continuing participation of Non-Government Organizations (NGOs)/People's Organizations (POs) which are able to articulate gender concerns in relevant units and working groups for policy formulation and development planning.
- a.6 IGDD shall network and conduct periodic consultations with NGOs/POS specifically women groups, to generate their involvement in the development process. It shall likewise encourage and create incentives for the private sector including NGOs/POs to invest in support for women. Concerned CPDO staff shall actively participate in these consultations.

b. Programming

- b.1 CPDO shall review project proposal forms and guidelines, revise them accordingly, and ensure that sex-disaggregated data are adequately reflected in the program/project's situationer and made as basis for the identification of strategies and activities. These forms shall be disseminated to the concerned agencies as soon as possible in order that project proposals to be submitted to CPDO for processing for external assistance already reflect the desired reorientation.
- b.2 CPDO and IGDD shall jointly develop a set of viable criteria for guidance of project evaluators in assessing the extent of responsiveness of gender concerns in relevant aspects of the project proposals. The Active involvement of the agencies shall be sought in the undertaking. Criteria and guidelines to be developed may be considered in the next updating of the CPDO Project Development Manual.
- b.3 CPDO shall evaluate programs/projects from a gender perspective and recommend viable measures on further integrating gender concerns in those that are found to be technically sound and feasible.
- b.4 CPDO shall prioritize well-packaged, technically sound and feasible programs/projects that are found to increase the access of women to income and employment opportunities in the rural areas, including those that would equip women with decision-making and management skills.
- b.5 IGDD shall assist agencies, Local Government Agencies and NGOs/POs in developing and packaging programs/projects that integrate gender perspective in various sectoral concerns.
- b.6 IGDD shall make a regular inventory of the pipeline programs/projects for ODA funding following the above-mentioned classifications.
- b.7 CPDO shall provide IGDD a regular update on ODA resources especially those actually committed for gender concerns.
- b.8 CPDO and IGDD shall actively advocate the donor's community to sustain their priorities towards assisting/funding innovative gender-responsive programs/projects. As a more crucial activity, they shall increasingly mobilize implementing agencies, specifically their department heads/management officials to give high priority to efforts that will strengthen existing mechanisms and structures towards the integration of gender concerns in their planning, programming, monitoring, and evaluating functions.
- b.9 IGDD and CPDO shall mobilize agencies through periodic consultations and memorandum circulars to review their pipeline programs/projects and accordingly integrate gender concerns.

c. Monitoring and Evaluation

- c.1 CPDO shall provide, where appropriate, guidelines for the monitoring and evaluation of projects to determine the extent to which gender concerns have been addressed and to have been mainstreamed.
- c.2 IGDD shall make available gender-responsive monitoring/evaluation and impact assessment framework which shall readily be adopted by concerned agencies.
- c.3 CPDO, in its regular conduct of impact studies or post-implementation evaluations, shall include an assessment of the extent to which selected major development programs/projects are able to integrate gender concerns in actual implementation.

- c.4 IGDD, on the basis of its review and evaluation tasks in relation to its monitoring, coordinative and regulatory functions, shall undertake selective impact assessments of women's programs and projects. Moreover, CPDO and IGDD could jointly conduct impact assessment as may be deemed necessary.
- c.5 CPDO, IGDD, implementing Local Government Agencies and the barangays shall utilize existing coordination and monitoring systems and procedures in evaluating the extent of compliance of the concerned agencies with the IRR.
- c.6 CPDO and IGDD shall mobilize specifically the Planning units and concerned bureaus of the various agencies such as Bureau of Agricultural Statistics, Bureau of Labor and Employment Statistics in identifying and making available crucial sex-disaggregated data requirements vis-à-vis their specific purposes (planning, programming, delivery of services, resource allocation, etc.)
- c.7 Data that are beyond the agencies' capacity to generate shall be referred to the data-generating agencies such as the National Statistics Office (NSO), among others, for appropriate action. These specialized data-producing agencies shall provide the necessary technical assistance to concerned entities by virtue of their mandates and specifically by RA 7192 and these Ordinance 5004 IRR provisions. As among those government agencies mandated by RA 7192, they shall be expected to initiate pro-active measures towards ensuring the timely and adequate collection of sex-disaggregated data for planning and programming process.
- c.8 IGDD shall ensure that all Local Government Agencies/instrumentalities, particularly of the critical sectors and other units including barangays, have set up and reactivated their respective Focal Points and IGD officers are elected and assessed periodically of their performance/progress vis-à-vis their functions and the implementation of the Ordinance 5004 provisions.
- c.9 IGDD shall conduct training programs on Gender Sensitivity and Gender responsive Development Planning and related programs in support of the various entities tasked to primarily attend to the implementation of Ordinance 5004 provisions and ensure the following:
 - c.9.1 Training key agency personnel who can later become the agency's pool of trainers.
 - c.9.2 Gender-Sensitivity and Consciousness-raising shall be undertaken for policy makers at various levels inclusive of the Local Government Executives.
 - c.9.3 Skills' training programs on gender-Responsive Development Planning shall be provided to the agencies' Focal Points and selected key planners, programs implementers and extension/field workers of critical or priority sectors.
 - c.9.4 In aid of their critical responsibilities under the Code and this IRR, key staff of CPDO, IGDD, CSSDO and selected local government technical personnel shall undergo intensive gender-related technical courses and to the extent possible, hands-on training activities.
 - c.9.5 IGDD shall explore with the Women's Studies Consortia and professional women's groups the possibility of developing and implementing capability building programs for selected NGOs/POs to facilitate their participation in the development process, and more specifically in the implementation of the IRR.

- c.9.6 The regular holding of the Focal Point Assemblies shall be utilized as venues for the upgrading of their technical competencies by inviting experts to speak on topics related to Gender and Development.
- c.9.7 IGDD shall assist concerned agencies in identifying experts, resource persons and consultants who shall provide them more focused and sector-specific interventions.
- c.9.8 In line with the integration objectives, agencies shall tap their regular training budget for the dissemination of gender and development concepts and skills development, initially to critical sectors within the agencies and across positions and geographical levels. IGDD shall also source out external resources for the conduct of highly specialized training programs on Gender and Development.
- c.9.9 In coordination with the NSCB, NSO and other data-producing agencies, the IGDD shall pursue the development and continuous refinement of a gender-responsive data base and indicator system which shall assist agencies in all phases of the development process from planning to monitoring and evaluation.

Section 2.2.2 CSSDO and IGDD

a. Direct Service Program Development and Enrichment

- a.1 CSSDO, in consultation with IGDD, shall come up with relevant social work intervention framework to the various direct service units of the local government agencies that will appropriately ensure the integration of gender concerns in the direct service program development and enrichment.
- a.2 IGDD shall provide technical assistance to the direct service units. They shall extend the same to the concerned district and barangay units.
- a.3 IGDD shall provide the direct service units and the direct/barangay prior to the Program Development and Enrichment Exercise, relevant guidelines which they can consider in drafting their respective inputs to the formulation of the City Social Service and Development Plan, Direct Service Reports and related reports. These guidelines shall be updated to respond to emerging developments.
- a.4 IGDD and CSSDO shall devise appropriate measures to build and strengthen linkages and referrals with the concerned agencies for the purpose of ensuring complementation in direct service program development and enrichment and recommending appropriate legislative and executive agenda.
- a.5 CSSDO, in consultation with IGDD shall ensure the continuing participation of Non-Government Organizations (NGOs)/People's Organizations (POs) which are able to articulate gender concerns in relevant units and working groups direct service program development and enrichment.

b. Programming

- b.1 CSSDO shall review direct service project proposal forms and guidelines, revise them accordingly, and ensure that sex-disaggregated data are adequately reflected in the program/project's situationer and made as basis for the identification of strategies and activities.
- b.2 CSSDO and IGDD shall jointly develop set of viable criteria for guidance of social workers in assessing the extent of responsiveness of gender concerns in relevant aspects of the direct service/intervention plans. The active involvement of the agencies shall be sought in the undertaking.

- b.3 CSSDO and IGDD shall evaluate direct service programs/projects from a gender perspective and recommend viable measures on further integrating gender concerns in those that are found to be technically sound and feasible.
- b.4 CSSDo shall provide direct services to women survivors of all forms of violence.
- b.5 CSSDO and IGDD shall upgrade existing responses/interventions to survivors of violence against women while promoting comprehensive community-based women's health care approach.
- b.6 CSSDO, in consultation with IGDD shall establish women crisis center independent of the crisis center for children. While at the women crisis center the women receive multi-dimensional services to include but not limited to the following:
 - Individual Counseling
 - Emotional Support
 - Education
 - Legal Assistance
 - Advocacy
- b.7 CSSDO, in consultation with IGDD shall establish the medico-legal desk for women to concretely cater to the specific developmental and differentiated needs of women and facilitate access to medico-legal requirements in filing women's complaints relative to violence.
- b.8 IGDD, in consultation with CSSDO, shall facilitate accreditation/affiliation of women organizations and issuance of clearances for establishments/agencies as prescribed in these rules.

c. Monitoring and Evaluation

- c.1 IGDD shall provide guidelines for the monitoring and evaluation of direct service programs/projects to determine the extent to which gender concerns have been addressed and to have been mainstreamed. CSSDO and IGDD jointly conduct periodic impact assessments.
- c.2 CSSDO and IGDD shall mobilize specifically the concerned units of DSWD in identifying and making available specific sex-disaggregated data requirement vis-à-vis their specific purposes (planning, programming, delivery of services, resource allocation, etc.,)

Section 2.2.3 CHO and IGDD

- a. CHO, in consultation with CSSDO and IGDD shall upgrade its health service delivery consistent with the provisions of the Code especially on gender-responsive health care delivery.
- b. CHO shall cause for the transformation of the existing maternal and child care program into a comprehensive women and children's health care program consistent with the life-cycle-based approach. This approach assures services "from womb to tomb. " Services shall abide by principles of quality information and quality care.
- c. CHO shall be responsible for the implementation of Section 17, Art. 1 Chapter II, Book I of the Code upon consultation with the WNGOs engaged in helping women in the entertainment industry; Sections 46, 47, 48, 49, 50 and 51 with terms of reference or memoranda of agreement whatever is applicable, entered into with the concerned agencies.
- d. CHO shall appoint a regular member of its staff to sit in the Coordinating Council on Family Violence.

- e. CHO in consultation with IGDD, shall ensure a forty percent (40%) allocation of health budget for women's health and services within the first five years of the implementation of the Code, and a fifty percent (50%) allocation shall be applicable thereafter.

Section 2.2.4 IGDD and OSCC/OMA

- a. OSCC, in consultation with OMA shall facilitate empowerment of the indigenous and Moro women.
- b. IGDD, in consultation with OSCC shall actively support the presentation of the indigenous women's knowledge of the environment through creation of a special body to conduct investigation/research on their relevant cultural practices that promote sustainable development.

Section 2.2.5 CAO, CENRO/DENR, in consultation with IGDD, shall:

- a.1 Facilitate the identification and distribution of idle lands for qualified women-headed households and landless families interested and committed to till the land;
- a.2 Establish a science and women-friendly alternative technology center for rural women in each barangay;
- a.3 Promote land-based projects to ensure food security and create opportunity for women to have full access and control over the maximum utilization of land and other indigenous resources through collective efforts.

Section 2.2.6 CCR and IGDD

- a. CCR, in consultation with IGDD, shall ensure integration of gender and development orientation in pre-marriage counseling as a pre-requisite to issuance of marriage license without prejudice to the IRR of the Davao City Children's Welfare Code.
- b. CCR shall require applicants for birth certificate clearance from CSSDO in relation to parenting courses to which gender and development orientation is incorporated in accordance with the provision of the Code without prejudice to the IRR of the Davao City Children's Code.

Section 2.2.7 Local School Board and IGDD

- a. The Local School Board, in consultation with IGDD, shall appropriate funds for a special school for differently-abled women which shall offer women-friendly technology curricula.
- b. The Local School Board, in consultation with IGDD shall appropriate funds for a special school for indigenous and Moro peoples in recognition of their particular cultural practices.
- c. The Local School Board, in consultation with IGDD, shall appropriate funds for the promotion and publication of gender-fair popular education materials.

Section 2.2.8 CWWD and IGDD

- a. CWWD, in consultation with IGDD and CSSDO shall establish gaps in direct service delivery directly or indirectly affecting/influencing women. Moreover, CWWD shall initiate conduct of investigation on any issue/concern relevant to the direct service delivery being undertaken by the CSSDO in consultation with IGDD consistent with the provisions of the Code and this IRR. Such efforts are premised on CWWD's role in establishing the Davao City Council's gender and culture-sensitive research and development program in aid of legislation.
- b. CWWD shall initiate periodic consultations with IGDD on any proposed resolutions / ordinances introduced by the City Council of Davao City.

- c. CWWD shall establish regular liaison with IGDD on matters relevant to policy implementation, monitoring and evaluation.
- d. IGDD, in consultation with CWWD and other WNGOs, shall examine the relevance and consistency of existing/proposed ordinances or resolutions, including those initiated by the Barangay Councils, to the Women Development Code upon which clearance is issued certifying compliance with the provision of the Code.
- e. IGDD shall beef up its policy research and strategy development program in a joint undertaking with CWWD as the latter strengthens its women and gender research/study program in aid of legislation. CWWD shall initiate women and gender researches and studies in consultation with IGDD and WNGOs wherever appropriate in support to nationally-coordinated formulation of legislative agenda for women.

Section 2.2.9 Division of City School and IGDD

- a. Division of City Schools of Davao, in consultation with IGDD, shall establish a curriculum appropriate to women’s condition for Sunday classes in all barangay high schools.
- b. Division of City Schools of Davao shall initiate review of school curricula, textbooks and other literature for both elementary and secondary schools consistent with the promotion of non-sexist curricula and reading materials as provided for in the Code. A compliance report with recommendations for action by the local and national governments shall be submitted to IGDD.
- c. Division of City Schools of Davao shall create training teams for the conduct of gender-sensitization sessions among public school teachers in consultation with IGDD.

Section 2.2.10 HRMO and IGDD

- a. HRMO shall assist IGDD in the conduct gender-sensitization sessions to all government employees. It shall review its human resource development program in relation to the provisions of the Code and come up with a unified curriculum to be jointly implemented with IGDD.
- b. HRMO shall establish training pool for the purpose of promoting the gender-sensitive training in the various staff development sessions of the City government.

RULE IV

DEVELOPMENTAL CONCERNS

Section 1. Classification of Programs and Projects.

Programs and projects may take the following forms:

a. “Integrated Programs and Projects”

A framework in support of development programs and projects where women’s roles, contributions and benefits are appropriately integrated and taken into account as early as project conceptualization.

The processes involved in the design of such projects are expected to have considered the peculiarities of each gender as early as the project development phase, and shall have corrected any imbalances that traditional projects usually commit.

Such projects demonstrate higher forms of mainstreaming including gender/women concerns in development efforts where there are no built-in barriers to the

participation of either gender. On-going projects and completed project proposals may be reviewed accordingly for inclusion of gender-fair project approaches, and minimum but coherent description of the concerns in the over-all project objectives, design and strategies.

b. “Women’s Components”

A framework in support of women’s components within larger general projects focusing on activities designed to harness the potentials of the women sector, without necessarily altering the original character of the project. This can be pushed through for pipeline projects that are in the design stage where a detailed re-planning of components can be undertaken.

c. “For women Only”

A framework in support of studies and technical assistance requirements to further promote the integration of women in development policies and program projects. These are special support interventions in aid of policy formulation and program/project development among others.

d. “Developmental Programs/Projects”

A framework in support of social enterprise entrepreneurship development which utilizes beyond women’s dexterity, docility and domesticity mindful of their roles in production to include reproduction, subsistence reproduction and status production with due consideration of their strategic interests and practical needs as women and as members of a particular class or society.

It involves processes by which women gain greater control over material and intellectual resources, and challenge the ideology of patriarchy and the gender-based discrimination against women in all institutions and structures of society.

Moreover, it supports a range of activities from individual self-assertion to collective resistance, protest and mobilization that challenge basic power relations beyond men and women relations.

Section 2. Rights of Women

- a. Women have the right to the prevention of and protection from all forms of violence and coercion against their persons, their freedom, their sexuality, and their individuality.
- b. Women have the right to freely and fully participate individually and collectively in the political processes of their communities and nations.
- c. Women have the right to the means for assuring their economic welfare and security.
- d. Women have the right to the necessary knowledge and means for the full exercise of their reproductive choice according to their beliefs and preferences.
- e. Women have the right to choose a spouse in accordance with their values and preferences, maintain equality in marriage or its dissolution, and obtain adequate support for rearing and caring of their children.
- f. Women have the right to an adequate, relevant and gender-fair education throughout their lives, from childhood to adulthood.
- g. 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.

- h. Women have the right to equality before the law.

Section 3. Violence Against Women.

Violence against women shall include but not limited to the following:

- a. Physical, sexual and psychological violence occurring in the family and other close 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 exploitation.
- b. Physical, sexual and psychological violence occurring within the general community including rape, sexual abuse, sexual harassment and intimidation at work, gender discrimination in educational institutions and elsewhere, trafficking in women and forced prostitution.
- c. Physical, sexual and psychological violence perpetrated against women and condoned by the State, wherever it occurs.
- d. Violation 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.
- e. Force sterilization and forced abortion, coercive/forced use of contraceptives, prenatal sex selection and female infanticide.
- f. To buy or sell woman or any body parts for profit.
- g. Feminization of poverty which is regarded as a condition when gap between the rich and poor widens and grassroots women bear the brunt as in economic instability and unequal distribution of wealth. Such gap reinforces non-response to both practical needs and strategic interests of women.

Section 4. Interventions.

The following shall serve as guide in handling women and men in violent situations:

- a. Goals of Interventions
 - 1. The primary goal of therapy with couples when violence is present is to eliminate the violence and retain the qualities of the relationship that brought the couple together. A goal may be to help the couple recognize the maladaptive reasons that brought them together and help them to separate comfortably.
 - 2. Another goal is to reduce the “flood” of emotion in the relationship. A therapist can reduce the intensity of the emotional interaction and increase the accuracy of the perceptions of the participants.
 - 3. To increase the perception of choices for both clients.
 - 4. To provide corrective emotional experiences. A powerful positive, corrective emotional experience is very different from an emotionally explosive one.
 - 5. For the therapist to ally with the societal expectations and to engage that part of both clients that agrees that physical or verbal emotional abuse is unacceptable.
- b. Assumptions of Helping Women Victim-survivors of Violence

- b.1 The inferior status of women is due to their having less political and economic power than men.
- b.2 Differences among women can stimulate them to learn from one another. A therapist does not value an upper or middle class client more than working-class client.
- b.3 The primary source of women's pathology is social, not personal.
- b.4 The focus on environmental stress as major source of pathology is not used as an avenue of escape from individual responsibility.
- b.5 Therapy for women is opposed to personal adjustment to social conditions; the goal is social and political change.
- b.6 Other women are not enemy either.
- b.7 Men are not the enemy either.
- b.8 Women must be economically and psychologically autonomous.
- b.9 Relationship of friendship, love and marriage should be equal in personal power.
- b.10 Major differences between "appropriate" sex role behaviors must disappear.
- c. Any individual or groups and entities, both government and non-government, involved in providing support services to victims-survivors of violence shall ensure the strict confidentiality of all records pertaining to such cases of violence and their intervention at all times unless otherwise the disclosure of such records is very necessary for any legal or medical purposes.

Section 4.1 Barangay-level Support System.

Support system in the barangay for any violence occurring in the family/household shall include the following but not limited to:

- a. Fund allocation. Each barangay may allocate budget for the reception, hearing of complaints and protection measures involving family/household members who are resident for at least six months in the barangay.
- b. Temporary sanctuary for women in distress. Moving out temporarily from the site of violence is crucial in any helping process with women in violent situations.
- c. Reception and Hearing Complaints. There shall be established Family Arbitration Committee by the Barangay Councils to be initiated through IGDD upon establishment of contract with the office of the DILG.
- d. Composition, Functions and Compensation of Family Arbitration Committee
 - d.1 Composition. The composition of the Family Arbitration Committees shall be as follows:
 - Punong Barangay
 - Four (4) Representatives of barangay-based women organizations
 - Two (2) Regular members of the Lupong Tagapamayapa
 - d.2 Without prejudice to the functions of the Tagapamayapa as provided in sec. 402, Chapter 7, Book III of RA 7160, the functions of the Family Arbitration Committee shall include but not limited to the following:
 - d.2.1 Conduct legal counseling of family/household members in dispute;

- d.2.2 Conduct orientation on women/gender and development in its regular forum to enable its members and the public come up with the measures in effecting speedy resolution of disputes and implementation of recommendations made in the course of conciliation;
 - d.2.3 Exercise protection of aggrieved family/household member/s to include such forms of relief, restraining order, eviction of the perpetrator from the residence of the abused, no-contact or stay-away measures, child and spousal awards, child custody provisions and provide psychological first aid to the concerned without prejudice to existing rules and procedures as prescribed in RA 7160 or any special laws relevant thereto; and,
 - d.2.4 Exercise such other powers and perform such other duties and functions as may be prescribed by law or ordinance.
- d.3 Compensation. The members of the Family Arbitration Committee shall serve without compensation except transportation allowances in accordance with the Local Finance Committee rules and without prejudice to DILG issuance or memoranda.

Section 4.2 Intervention Principles.

The following principles can be applied when working with battered women. The concepts are abstracted from the writings of feminist psychology.

- a. Feminists maintain that violence and abuse are never appropriate in an intimate relationship and that a woman should not have to bargain for her safety-it is her right.
- b. Battering is recognized to be a social and political problem. Gender inequality is perceived to be a social reality, and battering is an abuse of power within a social context. The battered woman is not perceived to be crazy or “sick”. In order to provide effective treatment, the therapist needs to assume that the battered woman is potentially healthy and able to take care of herself and her children. The battered woman’s life situation may have created a sense of “learned helplessness” that undermines her self-confidence.
- c. Feminist therapist recommends that the therapist knows his or her own limits in regard to the outcome of therapy. Any message sent by a therapist that he or she has invested in the woman’s ending her relationship is likely to contribute to feelings of guilt and unworthiness, and to undermine empowerment of individual choice. Support and information are useful to the battered woman while she makes her own choices.
- d. Abusiveness tends to escalate in severity and frequency if not treated. Clinical evidence suggests that abusive men are not motivated to seek treatment unless there are strong external pressures to do so. The most effective pressure is for the woman to threaten to leave or actually separate from the man. However, when such threats are undertaken, the potential lethality of the interaction increases.

Section 4.3 Steps in Intervening with the Battered Woman.

The following are steps in intervening with the battered woman but are not limited to:

- a. Ensuring the client’s safety. The first step in treatment is to ensure the safety of the battered woman, either by finding a way to stop the violence or by helping her find a safe haven away from the batterer. A therapist can help the woman find a shelter or safety with a friend or family.
- b. Listening to and believing the client. When a battering crisis occurs, the victim may need someone to listen to her and believe her. The reported violence must always

be taken seriously. Battered women are more likely to minimize or deny the extent of violence than they are to exaggerate. Denial or minimizations are particularly pronounced in longer-term or more violent relationships. The victim needs to tell her story in her own way, without being interrupted or pressured to begin problem solving. The victim often needs to understand herself and her situation through the information collected from her narration of the history of the relationship.

- c. Identifying the client's feelings. Numbness or helplessness may camouflage the anger the battered woman repressed while she lived in fear during the tension-building phase of the abuse cycle. It may be helpful for the therapist to label the victim's feelings with words she understands. Victims are likely to need help in distinguishing between emotional release and taking impulsive action based on feelings alone. The therapist needs to be careful not to condone violent acts, and yet support the victim's right to feel angry.
- d. Identifying the impact of the violence on the client's behavior. The victim may need help acknowledging the ways in which she has adapted to the violence in order to protect herself or "present" the violence. She may need help in recognizing that while she may have contributed to her partner's stress, she did not cause or "provoke" his behavior. The victim is likely to benefit from understanding that the abuser is capable of expressing anger in other ways besides violence.
- e. Self-empowerment. The victim is likely to have many skills that she has used to survive in her situation and may need help in identifying them. Self-esteem, self-care, and self-nurturance are identified as necessary for the women to reach an empowered position. This process requires a drastic change in attitude that includes a shift of the victim's focusing on her partner to focusing on her own needs and she may be slow in developing this attitude. A battered woman may believe that the relationship with her partner is necessary for her survival, and therefore may give her own needs very low priority. The therapist may point out to the battered woman that the tolerance, patience, loyalty and commitment she has contributed to maintaining her relationship are the very elements that have allowed the abuse to continue.
- e. Problem Solving. Instruction in problem solving skills often begins after safety is assured. A therapist can help the woman acquire skills and tools to identify and solve problems, especially focusing on how to get help from various social agencies. Developing lists of problems and then establishing small steps to be taken to reinforce success and achievement may be particularly fruitful, especially in identifying outcomes, rewards, or natural consequences of each step's achievement. Victims need to learn to perform these steps for themselves so that they may begin to feel empowered and in control of their own lives.
- g. Dealing with Social Agencies. The battered woman may need someone to be her advocate in systems such as welfare, law enforcement, courts, schools, and medical agencies. A therapist can teach her methods for getting help by giving her information about how to find resources. Many victims become isolated from the external world and develop learned helplessness as a survival mechanism; they will require sometime to unlearn old behaviors and to learn new ones. A kind of disorientation may be experienced by the battered woman and such disorientation is occasioned by the need to establish new roots in a new environment.
- h. Support Groups. In the second phase of therapy, getting the battered woman into an ongoing support group is an adjunctive to individual therapy. Such group participation has been identified as essential for understanding and growth for empowerment. The connections from support groups can enable victims to move beyond isolation and guilt about "their" problems. A group can provide victims the support and freedom to explore their options. The group's support may extend to

accompanying the victim to all necessary actions where secondary victimization may occur.

- i. Ongoing Therapeutic Support. A battered woman may remain in therapy until she perceives that the violence has stopped and then may return to the relationship. The therapist needs to keep her or his door open to the victim in his transitional time, letting the client know the therapist is available if the woman's situation worsens.

Section 5. Political and Public Spheres in support to Section I of Rule III of these Rules, the following measures are undertaken:

A. Barangay-level Self-organization of Women. There shall be established women organizations in the barangay. Steps shall include but not limited to the following:

1. Purok-level Core Group Formation. At least five women advocates shall be identified in the purok who shall commit to the organizing efforts of women in situations where no women organization exists in the purok.

2. Purok Clusters Formation. Purok-based women organizations shall constitute themselves to form the purok cluster. At least five (5) from each purok shall represent the women to the barangay level.

3. Barangay-level Women Organization. Representatives from the purok shall compose the barangay women organization. Officers to be elected from among the purok representatives are as follows:

- Chairperson
- Co-chairperson
- Secretary
- Treasurer
- Auditor

4. Creation of Committees. There shall be created committees in each barangay women organization to include but not limited to the following:

- a. Education-Trainings. Facilitate women/gender and development orientation sessions including organization management skills development.
- b. Advocacy-Campaign. Conduct periodic sweeping education and campaigns on all issues and concerns of women and men in the community in particular, and in the Philippine society in general.
- c. Resource Mobilization. Generate material, human and financial resources necessary to sustain the organization's actions and programs.
- d. Micro-Direct Service. Provide direct assistance to members who are in emergency or in distress situation.
- e. Social Action. Determine areas of concerns requiring mobilization of people for an immediate action by the local authorities.

5. Requisites for Recognition/affiliation of Women Organization.

There shall be requisites for recognition/affiliation of women organization to be submitted to IGDD to include but not limited to the following:

- a. Purok level records of meetings and relevant activities
- b. Purok clusters' records of meetings and relevant activities.
- c. Barangay-level organization's constitution and by-laws, program thrusts and/or action plan.
- d. Membership Profile.

- e. Women situationer in the barangay
- f. Other records/documents as may be required by IGDD

B. Special Days of Actions

1. Annual Declaration of March 8, International Women’s Day as Public Holiday. There shall be issuance of an Executive Order declaring March 8 as special public holiday in the city. Barangay level coordinated March 8 celebrations will include, but is not limited to the following:
 - i. Women and the law
 - ii. Current issues
 - iii. Assessment of women status in the barangay
2. A city-wide Women’s Summit. There shall be a city-wide women’s summit to be held within the first week of March every to assess extent of implementation of the Code and other relevant policy outcomes.
3. Observance of International Day of Action for Women’s Health. There shall be established mechanism to observe the International Day of Action for Women’s Health whereby comprehensive women’s health agenda be presented to the Sanggunian for legislative action in coordination with IGDD.

- C. Women Sectoral Representative to the Sanggunian.** There shall be elected women sectoral representative to the Sanngunian by members of the accredited women organizations in Davao City in accordance with RA 7160 to be jointly supervised by IGDD and the Council for Women.

Section 6. Attached Units of IGDD.

There shall be attached units of IGDD as provided for in the Code. The supervision and guidance of these units shall be extended by the IGDD which shall assign staff to act as secretariat for the units until such time that these are ready to be autonomous and thereby maintaining bilateral relations with IGDD.

1. The WID/GAD Focal Points are assembled together with the LGA-based Integrated Gender and Development Officer (IGDOF) in order to collectively address issues and concerns relevant to women/gender and development and to achieve a level of unity on functions and tasks.
2. Monitoring Board on Violence in Media. There shall be monitoring board on violence in media whose function is to classify, censure, prohibit or regulate the exhibition of materials degrading women. Media outlets include the following:
 - Video
 - Cable
 - Television
 - Cyberspace
 - Books
 - Other form of audio-visual channels or instruments/reading materials
3. Coordinating Council on Family Violence. There shall be established multi-disciplinary and multi-sectoral coordinating council on family violence by the IGDD in coordination with WNGOs to design protocol and mechanism for identification, assessment and interventions on family violence.
 - a) Composition. The following shall compose the Coordinating Council on Family Violence with the City Mayor as Chairperson who may be represented through an appointment of an Action Officer and a WNGO representative as co-Chairperson:

One (1) representative each of the WNGO engaged on cases of family violence

- One (1) representative of medical association
- One (1) representative of the Integrated Bar of the Philippines
- One (1) representative of the Davao Association of Guidance Counselors
- One (1) representative of Psychological Association of the Philippines
- One (1) representative of Philippine Association of Social Workers, Inc.
- One (1) representative of Philippine Psychiatric Association
- One (1) representative of the Philippine Nurses Association
- One (1) representative of the City Social Services and Development Office
- One (1) representative of each city departments with micro/direct services
- One (1) representative of the Davao City Police Office

b) Election of Officers and Creation of Committees. The Council may elect set of officers and create committees in carrying out its functions.

4. Inter-agency Council Against Trafficking. There shall be established Inter-Agency Council Against Trafficking by IGDD in consultation with WNGOs whose functions are provided for in the Code.

a) Composition. The following shall compose the Inter-Agency Council Against Trafficking with the Mayor as Chairperson who may be represented through an appointed Action Officer and a WNGO representative as a Co-Chairperson.

- One (1) representative each of the WNGO engaged on cases of trafficking
- One (1) representative of medical association
- One (1) representative of the Integrated Bar of the Philippines
- One (1) representative of Psychological Association of the Philippines
- One (1) representative of Philippine Association of Social Workers, Inc.
- One (1) representative of Philippine Psychiatric Association
- One (1) representative of the Philippine Nurses Association
- One (1) representative of the City Social Services and Development Office
- One (1) representative of each city departments with micro/direct services
- One (1) representative of the Davao City Police Office

b) Election of Officers and Creation of Committees. The Council may elect set of officers and create committees in carrying out its function.

Section 7. Cultural Identity of Women.

To strengthen the cultural identity of women, IGDD, in consultation with OSCC and OMA, shall ensure that preservation of cultural identity of indigenous and Moro women shall be actively incorporated in all programs and projects of the local government. It shall ensure that:

1. There shall be established accessible and culturally-appropriate schools for indigenous and Moro peoples in consultation with the local school board.
2. Within two years upon effectivity of the Code, there shall be conducted survey of indigenous and Moro peoples areas to be able to declare indigenous and Moro people's areas.

Section 8. Gender-Sensitive Physical Plant/Set-up.

All offices and establishments or companies shall adopt a physical set-up in their respective work areas that shall ensure the elimination of all opportunities for sexual harassment. For instance, physical barriers should be removed without necessarily disrupting productive privacy. A set of guidelines and standards shall be developed by IGDD upon assuming office.

Section 9. Tax Incentives for Business Entities.

There shall issuance of tax incentives to the gender-responsive acts of the business entities upon discretion if the City Treasurer's Office in accordance with the Local Finance Committee rules, as provided for in the Code.

Section 10. Renewal of Business Permits.

IGDD shall issue compliance certificates to establishments and companies upon ensuring that management and employees undergo gender sensitivity training (GSTs). The compliance certificate shall be a requirement before annual renewal of business permit is granted.

Section 11. Appointment of Integrated Gender and Development Officer (IGDO).

Heads of offices shall be appointed IGDOs in each local government agency or department, and private establishment to ensure decision-making power in initiating gender and development programs for the office.

Section 12. Active Support to Gender Studies.

Funds for gender-related documentation and researches shall be partly be sourced from research funds allocated to policy researches of executive and legislative bodies.

Section 13. Creation of Resource Management Council.

There shall be created resource management council in each barangay to ensure promotion and protection of ecological balance and full participation of women with the following functions:

- a. Establish environmental protection measures for the barangay.
- b. Assess/investigate environmental condition of the barangay and recommend appropriate actions for Barangay Council's consideration.

Section 14. Gender-Sensitization as a Pre-requisite to Employment and Promotion.

There shall be conducted gender assessment of all local government employees during hiring and promotion to be facilitated by the HRMO, IGDD shall provide the assessment instrument.

Section 15. Gender-Sensitive Crisis Intervention Unit.

There shall be created a gender-sensitive crisis intervention unit at all levels of health care, primary, secondary and tertiary upon the operation of IGDD in consultation with the CHO. The latter shall provide the guidance and supervision in its operations.

RULE V

OFFENSES AGAINST WOMEN

Section 1. Offenses Against Women Defined.

Offenses against women shall refer to offenses punishable under Revised Penal Code, special laws and ordinances committed against any biologically female person of eighteen years of age or over with differentiated developmental needs and having production and reproduction capacities, including emancipated minors but excluding person covered by RA 7610.

Section 2. Other Offenses and Sanctions

Section 2.a. Sex Tours.

Sex tours shall refer to organized tours involving group of local or foreign tourists whose primary purpose is the provision of entertainment involving services exploitative of women such as prostitution, lewd or pornographic shows. Hotel, beach resort, sauna bath, and related establishments which become conduit for sex tours shall be held liable under circumstances but not limited to the following:

- a) Allows any unregistered woman to enter the room of the local or foreign tourist (s);
- b) Allows presentation of indecent shows in any of its facilities to the tourists.

An officer or employee thereof who is responsible for the violation of this section shall suffer the penalty of payment of a fine of Five Thousand Pesos (P5,000.00), imprisonment of one year and cancellation of employer's business permit.

Section 2.b Commodifying Women in Beauty Contests.

It shall be an offense against women to organize, conduct or sponsor beauty contest which commodify, abuse, humiliate and treat women as sex objects. The following are deemed covered under this provision:

- a) Requiring participation to wear transparent or skimpy or scanty or any sexually suggestive attire or to appear in the nude;
- b) Requiring participants to perform lewd or other indecent acts.

For the private organizers of the beauty contest who violate this provision shall be subjected to the following:

- 1) Payment of a fine of Five Thousand Pesos (P5,000.00);
- 2) Cancellation of organizer's business permit

For the representatives of agencies, departments or units of the local government of Davao City who violate this provision shall be subjected to a payment of a fine of Five Thousand Pesos (P5,000.00).

Section 2.c. Fund Raising Initiatives.

Any person/entity who engages in any activity which integrates, whether in whole or in part, in any raffle draw, benefit or disco dance, premier showing of movies or any similar fund raising activities, the use of woman as door prize, substitute for prizes won, a companion package for an award, prize, or recognition shall violate women's right.

Violators of this provision shall pay a fine of Five Thousand Pesos (P5,000.00) or imprisonment of six months or both at the discretion of the Court.

Section 2.d. A person/entity shall deny without reasonable ground school admission or employment of any indigenous/Moro women for the sole reason of the absence of birth and/or marriage certificates. Violators of this provision shall pay a fine of Five Thousand Pesos (P5,000.00).

Section 2.e. No employer shall deprive a woman job training and promotion on account of gender, age, ethnicity, creed, religion and civil status. When the violator is a corporation or partnership the officer or employee responsible for the violation shall suffer the penalty of Five Thousand (P5,000.00) and a cancellation of employer's business permit or as prescribed by the court. When the offender is a government unit or agency the head of office shall be held liable and shall suffer the penalty of a fine of One Thousand Pesos (P1,000.00).

Section 2.f. No employer shall deprive a woman with minimum wage and benefits as provided by law. When the violator is a corporation or partnership the officer or representative responsible for the violation shall suffer the penalty of Five Thousand Pesos (P5,000.00) and a cancellation of employer's business permit or as prescribed by the Court. When the offender is a government unit or agency the head of the office shall be held liable and shall suffer the penalty of a fine of One Thousand Pesos (P1,000.00).

Section 2.g Employers with at least twenty women employees or workers shall be required to:

1. Provide seats proper seats proper for women and permit them to use seats when they are free from work and during working hours, provided they can perform their duties in this position without detriment to efficiency;

2. To establish separate toilet rooms, lavatories and lounge for women and men and provide at least a dressing room for women;
3. To establish a crèche in a workplace for the benefit of the women employees therein; and
4. To provide breastfeeding centers for women in the workplaces at least 30 minutes for each three-breastfeeding sessions (morning, noon, afternoon).

When the violator is a corporation or partnership, the officer or employee responsible for the violation shall pay a fine of Five Thousand Pesos (P5,000.00) and a cancellation of employer's business permit or a prescribed by the Court.

IGDD in accordance with its functions shall issue gender-sensitive clearance upon its regular visit to all offices or establishments which shall become basis for renewal of business permits.

Section 2.h Companies with at least twenty women employees or workers shall provide reproductive health services to include but not limited to the following:

1. Routine pap smear test
2. Complete blood count
3. Breast and abdominal examination by a competent female physician
4. Pre-natal care
5. Fertility regulation counseling and devices
6. Provision of medicines when necessary

A fine of Five Thousand Pesos (P5,000.00) shall be imposed for the officer or employee responsible for the violation of this provision and a cancellation of employer's business permit.

Section 2.i All local offices, agencies and establishments or companies, government and private shall include in their regular personnel orientation an orientation on sexual harassment. IGDD shall provide the guideline for such an orientation.

The officer or employees of the private agency or establishment or company responsible for the violation shall pay a fine of Three Thousand (3,000.00).

Section 2.j A standard for what is appropriate for a gender-sensitive environment shall be formulated by the IGDD taking into consideration the general rules and policies set forth in the Code.

When the violator is a corporation or partnership, the officer or employee responsible for the violation shall pay a fine of Three Thousand (P3,000.00) and a suspension of employer's business permit for three months.

Section 2.k Women employees of both public and private shall enjoy maternity leave benefits of one hundred eighty (180) days provided that ninety (90) days of the leave period shall be used for breastfeeding her new born baby.

Penalties for the violation of this section shall constitute the following:

1. For the officer or employee of the private agency, payment of a fine of Five Thousand Pesos (P5,000.00) and;
2. A suspension of employer's business permit for six months.

Section 2.l Women employees or workers in entertainment industry are entitled to receive a minimum wage and benefits afforded to employees or workers under the existing laws particularly the Labor Code. The officer or employee responsible for the violation of this section shall pay a fine of Five Thousand Pesos (P5,000.00) or a cancellation of employer's business permit or both, at the discretion of the court.

Section 2.m No hospital in Davao City shall refuse a women seeking reproductive health services as a pre-requisite for admission the payment of deposit. The officer or employee responsible for violation of this section shall be held liable with the penalty of a fine of not more than Three Thousand Pesos (P3,000.00)

Section 2.n For the purpose of implementing Section 27, Art. IX of Ordinance No. 5004, IGDD shall formulate gender-sensitivity orientation and training curricula for the use of all schools, offices, establishments or companies, departments and agencies including barangay officials. Failure to comply with the said provision shall constitute a violation.

The officer or employee responsible for the violation of its section shall be held liable with the penalty of a fine of Five Thousand pesos (P5,000.00) and issuance of warning by the IGDD to be posted in strategic point of the premises of the agency or office concerned.

Section 3. Administrative Offenses and Sanctions

Section 3.a Commodifying Women in Beauty Contest.

For the administrative sanction involving representatives of agencies, departments or units of the local government of Davao City who violate Section 5, Article I, Chapter I of Book II of the Code shall suffer a suspension of one month without pay without prejudice to existing Civil Service rules.

Section 3.b Surveillance of Entertainment Establishments.

A local government task force to compose the DCPO, CSSDO, CHO, City Tourism Office, IGDD and three representatives of WNGOs shall be created upon the screening and orientation of IGDD to conduct conscious surveillance of entertainment establishments suspected of exploiting women and submit weekly report to the City Mayor through IGDD. Violation of this section shall be subjected to existing Civil Service rules.

Section 3.c Equal Access to Job Training and Promotion.

Pursuant to Section 2.e of Rule V of these rules every woman shall enjoy equal access to job training and promotion. When the offender is a government unit or agency the head of office shall be held liable and shall suffer the penalty of three-month suspension.

Section 3.d Wage and Benefits for Women.

Pursuant to Section 2.f of Rule V of these rules every woman shall enjoy minimum wage and benefits provided by law. When the offender is a government unit or agency the head of office shall be held liable and shall suffer the penalty of three-month suspension.

Section 3.e Facilities and Support System for Women.

The administrative sanction equivalent to a three-month suspension shall be imposed to the head of office of a local government agency or unit for violation of Section 2.g of Rule V of these rules and in accordance with Civil Services rules.

Section 3.f Orientation on Sexual Harassment.

The administrative sanction imposed on the head of office or employee of a local government agency or unit for the violation of Section 2.i of Rule V of these rules shall be in accordance with Civil Services rules.

Section 3.g Gender-Sensitive Environment.

Pursuant to Sec. 2.j. of Rule V of these rules, an administrative sanction shall be imposed to the head of office of a local government agency or unit in accordance with Civil Service rules.

Section 3.h Increase Maternity Leave Benefits As Incentives for Breastfeeding Mothers.

Pursuant to Section 2.k of Rule V of these rules, the administrative sanction to be imposed to the head of office or employee responsible for the violation shall be in accordance with Civil Service rules.

Section 3.j Barangay Sanction on Harassment Committed Against Differently-abled Women.

All barangay councils in the City shall formulate a barangay sanction on cases of harassment committed against differently-abled women in consultation with IGDD. Members of the barangay council who violate this provision shall be subjected to an administrative sanction pursuant to Civil Service rules.

Section 4. Reporting, Investigation, Prosecution of Cases

Section 4.a Reporting.

Any person who has personal knowledge of facts and circumstances involving the commission of an offense against women, may report the incident in any form, to the nearest IGDD office, to the police, or other law enforcement agencies, or to any Barangay official of the place where she/he resides.

Section 4.b Investigation.

Not later than twenty-four (24) hours from the receipt of the report, the Office or official concerned shall conduct an investigation and gather materials and relevant evidences appertaining to the reported incident.

Section 4.c Who May File Complaint.

Except in cases involving private crimes under the Revised Penal Code, as amended, a complaint for an offense against women penalized under the Revised Penal Code, special laws and/or ordinances, may be filed by the victim herself, or by any person not otherwise disqualified by law.

Section 4.d Investigated Cases.

In cases reported to and investigated by IGDD or other government office/officials, the Investigation Report together with all the material and relevant evidences shall immediately be forwarded to the City Prosecution Office, for the preparation and filing of the appropriate criminal charge.

**RULE VI
MISCELLANEOUS AND FINAL PROVISIONS**

Section 1. Appropriation. Budget for the operations of the IGDD and its programs, projects and activities shall come from the following sources:

- Six percent (6%) of the Annual Development Fund of the Local Government of Davao City as provided in the Code;
- 30% share of any Official Development Assistance
- Gender Responsive Projects Fund from General Appropriations Act every year; and,
- Other sources from supplemental budget passed through appropriate ordinances, relevant laws, executive and administrative orders and memoranda, both national and local, allocating funds for gender-related purposes.

Section 2. Separability Clause. If, for any reason or reasons, any part or provision of these Implementing Rules and Regulations shall be held unconstitutional or invalid other parts or provisions which are not affected thereby shall continue to be in full force and effect.

Section 3. Effectivity. This Executive Order shall take effect upon its publication thereof in two (2) local newspapers of general circulation.

The foregoing Executive Order consisting off 44 pages including this page is being issued in compliance with Section 31, Chapter II, Book of Ordinance No.5004.

Done in the City of Davao, this 27th day of July 1998

(SGD.) BENJAMIN C. DE GUZMAN
Mayor, City of Davao

Attested:

(SGD.) NESTOR M. LEDESMA
City Administrator

(SGD.) NENITA R. ORCULLO
City Councilor
Chair, Joint Executive-Legislative Committee
APPENDIX "A"

Republic of the Philippines
CITY OF DAVAO
OFFICE OF THE VICE MAYOR

ADMINISTRATIVE ORDER NO. 01

CREATING AND CONSTITUTING A STUDY GROUP AND ADVISORY TEAM FOR AN ACTION STUDY TOWARDS POLICY FORMULATION AND WOMEN'S WELFARE AND DEVELOPMENT IN DAVAO CITY.

WHEREAS, the women sector constitutes nearly half of the nation's population;

WHEREAS, the City Government strongly adheres to the policy of protecting women's rights and promoting their welfare and development;

WHEREAS, prioritization have been given in terms of responding and implementing nationally-coordinated programs concerning women aside from the local initiatives;

WHEREAS, the impact of the programs and local initiatives geared for the development of women tends to be lost in the maze of technically inter-locking bodies launching similar concerns;

WHEREAS, an investigative study which aims to conceptualize and identify measure towards formulation of economic, social, political and cultural policies addressing effectively the current needs, problems and aspirations of women in the 21st century has been launched;

WHEREAS, the Committee on Women's Welfare and Development (CWWD) of Sangguniang Panlungsod has strongly recommended the passage of a comprehensive development plan for the women sector in the city;

NOW, THEREFORE, I, BENJAMIN C. DE GUZMAN, Vice Mayor of the City of Davao, by virtue of the powers vested in my by law, do hereby create and herein constitute the study Group and the Advisory Team to conduct the Action Study Towards Policy Formulation on the Welfare and Development of Women in Davao City.

I. COMPOSITION

The study Group and the Advisory Team shall be composed of carefully selected personalities who are knowledgeable about women issues and are experts in their own field of endeavors. Their composition and functions are as follows:

- A. STUDY GROUP** – serves as the technical working arm of the CWWD of the Sangguniang Panlungsod. It is tasked to conduct data-gathering activities, documentation, drafting and packaging of data in aid of the proposed legislation. The group gets direction and guidance from the Advisory Team. It is headed by a Group/Team Leader who shall determine among other things, the specific tasks and functions of each member and facilitate action planning with the group. The members of the Study Group are as follows:

1. Prof. Virginia Yap Morales

- Group/Team Leader
- 2. Ms. Editha E. Eco
Main Writer
- 3. Ms. Olga Pacumbaba
Researcher/Encoder
- 4. Ms. June D. Sanchez
Researcher/Encoder
- 5. Ms. Radzini Oledan Estomagulang
Technical Support Staff I
- 6. Mr. Emmanuel C. Roldan
Technical Support Staff II

B. ADVISORY TEAM – Serves as the consultative body of the project. Essentially, among its main tasks is to determine the framework to be followed, set the direction and recommends matters that will improve the process and content of the whole study. Its members include:

- 1. Dr. Iris Millea
PILIPINAS – Davao
- 2. Ms. Lyda Canson, R.N.
Gabriela – Mindanao
- 3. Atty. Emelina Quintillan
Pilipina Legal Resource Center (PLRC)
- 4. Ms. Luz Ilagan
Women Services Resource Center (WSRC)
- 5. Ms. Maria Luisa Bermudo
City Social Services & Development Office (CSSDO)
- 6. Ms. Betty More
Women Development in Trade & Industry (WDTI)
- 7. Ms. Mae Fe Ancheta-Templa
Kabiba
- 8. Ms. Mary Lou Birondo Caharian
Pilipina-Davao
- 9. Ms. Patricia M. Sarenas
Kahayag Foundation
- 10. Atty. Dory Avisado
Kapatiran
- 12. Hon. Nenita R. Orcullo
Chairperson, SP-CWWD

II. COMMENCEMENT OF EXISTENCE

The Study Group and the Advisory Team shall commence in August 1995 and will end in June 1996 unless said period is extended or sooner dissolved by authority of the Vice Mayor.

III. PROJECT IMPLEMENTATION

The project will go through two (2) phases of implementation on bthe following stages:

PHASE I – DATA – GATHERING (7 months)

(Initial investigation; review of existing local, national and international legislation, development program, FGD's, life stories, etc.)

PHASE II – CODIFICATION (4months)

(Actual drafting of code, community/sectoral data validation, packaging and popularization, etc.)

IV. BUDGETARY SUPPORT

Its operational budget shall be sourced from and charged against the Supplemental Budget No. 4 of the 1995 Annual Implementing Plan (AIP).

V. EFFECTIVITY

This Order shall take effect immediately

Done in the City of Davao, Philippines, this 15th day of September 1995.

(SGD.) BENJAMIN C. DE GUZMAN
Vice Mayor

Attested by:

(SGD) GUILLERMO SALDAÑA
Secretary
Sannguniang Panlungsod

APPENDIX "B"

Republic of the Philippines
OFFICE OF THE CITY MAYOR
City of Davao

Executive Order No. 25

AN ORDER CREATING AND CONSTITUTING A JOINT EXECUTIVE-LEGISLATIVE COMMITTEE TO DRAFT THE IMPLEMENTING RULES AND REGULATIONS OF THE WOMEN DEVELOPMENT CODE OF DAVAO CITY

WHEREAS, consistent with the current administration's commitment to uphold rights of women, the Women Development Code of Davao City through Ordinance No. 5004 is now forcefully implemented;

Whereas, the local government of Davao City is committed to pursue and implement vigorously gender responsive development policies, design an integrated gender and development support systems, support the women's effort towards empowerment and self-determination, and to adopt and implement measures to protect and promote women's rights;

WHEREAS, there is a need to concretize and operationalize the policies and principles of women development and empowerment as envisioned by the Women Development Code of Davao City through the coming up with clear and specific guidelines and implementing rules and regulations to carry out the provisions of the Code.

NOW THEREFORE, I, RODRIGO R. DUTERTE, Mayor of the City of Davao City, by virtue of powers vested in me by law, do hereby create a joint Executive-Legislative Committee to formulate the rules and regulations needed to implement the provisions of the Women Development Code of Davao City.

The Committee shall be composed of the following officials representing their respective offices with their corresponding functions, to wit:

Councilor Nenita R. Orcullo Chair, SP Committee on Women	Chair
Ms. Patricia Melizza B. Ruivivar Chief-of-Staff to the City Mayor & Consultant on Strategic Studies	Vice-chair
Ms. Maria Luisa Bermuda City Social Services & Development	Member
Ms. Janette P. Huang City Tourism	Member

Councilor Marlene Librado
Chair, SP Committee on Human
Resource Development

Member

Councilor Myrna Dalodo-Ortiz
Chair, SP Committee on
Cultural Affairs

Member

The Committee shall be provided with technical support by its Technical Working Group to be composed of the following personnel:

Atty. Leo Braceros
Fiscal Melba Caliso
Mr. Oscar Casaysay
Ms. Teresa Opaon
Mr. Emmanuel C. Roldan
Mr. Launcelot Suribas
Ms. Marilyn Agonia

City Legal Office
City Prosecutor's Office
Office of the Chief-of-Staff
Office of the Chief-of-Staff
Sangguniang Panlungsod
Sangguniang Panlungsod
City Social Services and Development Office

The Committee shall come up with its proposed implementing rules and regulations, including the concept paper for the creation of the Integrated Gender and Development Office under the Office of the City Mayor, within (3) months upon the issuance of this order.

Funds to be incurred while in the course of pursuing the objective of this project shall be sourced from the available budget of the City Mayor's Office, the City Social Services & Development Office, the Sangguniang Panlungsod, and/or any available funds as allocated by the City Mayor.

Done in the City of Davao, this 26th day of November, nineteen hundred and ninety seven.

RODRIGO R. DUTERTE
City Mayor

BY THE MAYOR:

(SGD.) BENJAMIN C. DE GUZMAN
Acting City Mayor

(SGD.) ANTONIO V.A. LLAMAS
City Administrator

RESOLUTION TO ENACT AN ORDINANCE CREATING THE INTEGRATED GENDER AND DEVELOPMENT DIVISION UNDER THE CITY MAYOR'S OFFICE AND 8 PLANTILLA POSITIONS UNDER IT AND AMENDING THE WOMEN DEVELOPMENT CODE

Whereas, the Women Development Code was passed as an ordinance in 1997 and its implementing rules and regulations in 1998;

Whereas, activities in line with the provision of the Women Development Code have been limited and irregular due mainly on the lack of implementing mechanism for the full implementation of the Code;

Whereas, section 28, Chapter II of the Code specifically provides for the creation of the Integrated Gender and Development Office, also known as IGDO;

Whereas, the participants of the 3rd Women Summit in March 6, 2002 forming and acting as a consultative-assembly, bannered the call for the Local Government of Davao City to set-up the IGDO in two years as a distinct line office of the local government with regulatory, coordinative and monitoring functions similar to the National Commission on Women;

Whereas, upon the review of the Gender Ad Hoc Committee, there are financial and logistical limitations in the establishment of IGDO as provided for in the Women Development Code;

NOW, THEREFORE, Be it resolved as it is hereby resolved to enact an ordinance amending the Women Development Code and creating the Integrated Gender and Development Division under the City Mayor's Office and the 8 plantilla positions under it.

**ORDINANCE NO. 0132 – 03 / 2660 – 03
Series of 2003**

AN ORDINANCE AMENDING THE WOMEN DEVELOPMENT CODE AND CREATING THE INTEGRATED GENDER AND DEVELOPMENT DIVISION UNDER THE CITY MAYOR'S OFFICE WITH 8 PLANTILLA POSITIONS UNDER IT

Be it enacted by the Sangguniang Panlungsod of Davao City in session assembled that:

**CHAPTER II
PROVISIONS FOR IMPLEMENTATION**

Section 1. IGDD Defined. IGDD is a division office under the City Mayor's Office, which shall act as the coordinative, regulatory and monitoring body of the Local Government of Davao City to focus on gender-sensitive projects and activities. It shall complement gender-related functions of other agencies of the local government.

Section 2. Functions of the Integrated Gender and Development Division.

A. Integrated Gender Coordinative / Monitoring and Evaluation Section

- 1.1 Coordinates the preparation, assessment and updating of the Davao City Development Plan for Women and ensures its implementation at all levels as well as the gender-responsiveness in local development programs;
- 1.2 Undertakes collection of accurate sex and age disaggregate data on poverty situation and all aspects of economics activity and develop qualitative and quantitative indicators to facilitate the assessment of Davao City 's economic performance from a gender perspective;
- 1.3 Develops data base for Davao City through establishment of a data resource materials and electronic data bank network;
- 1.4 Initiates and monitors continuing advocacy to promote women's economic, social and political empowerment and provides technical assistance in setting up and strengthening of mechanism on gender mainstreaming;
- 1.5 Ensures gender-sensitivity education and training for all local government departments / offices and barangay units by establishing standards of course contents for the guidance of government and private organizations.
- 1.6 Maintains and strengthens media relations specifically in the information education communication networks; recognition of gender-sensitive offices and the recognition of women organizations as well as the gender-fair people's organizations;
- 1.7 Assists and strengthens linkages in the identification and mobilization of resources and in building up the referral system.

B. Integrated Gender Regulatory Section

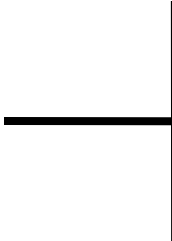
- 1.1 Proposes mechanisms and appropriate intervention models attending to the social context of women's specific problems and needs specifically in situations of violence or abuse for the guidance of all women-centered programs and services whether government or private. Particular consideration is given to a holistic and indigenous approach to women with social dysfunction which include special attention to their physical / biological, emotional, psychological and social needs.
- 1.2 Ensure, preserve, enhance and promote the aspects of the indigenous Philippine culture that affects women positively throughout the development process.
- 1.3 Sets standards for all women / gender and development mechanism instituted by all establishment and local government agencies and instrumentalities.
- 1.4 Ensures that planning, programming and development of government initiatives are gender responsive.
- 1.5 Assists in strengthening GAD Focal Points per E.O. 348, Office of the President and Ordinance No. 5004
- 1.6 Conducts policy studies on women's special concerns and practical needs in coordination with the concerned non-government organizations
- 1.7 Conducts studies on existing and proposed laws to ensure effective intervention in policy making

Section 3.

IGDD ORGANIZATIONAL STRUCTURE

City Mayor

IGDD



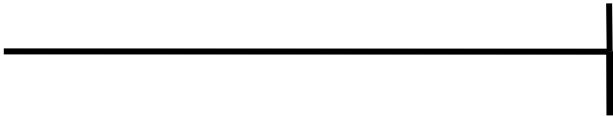
DMO III

Coordinative, Monitoring & Evaluation Section
Section Chief (DMO II)
Section Assistant (DMO I)

Regulatory Section
Section Chief (DMO II)
Section Assistant (DMO I)

DMO IV

**Clerk II
Clerk III**



Section 4. STAFFING PATTERN

Number	Position
1	Development Management Officer IV
1	Development Management Officer III
2	Development Management Officer II
2	Development Management Officer I
1	Clerk III
1	Clerk II
<hr/>	
8	Plantilla positions

Other positions may be created after an evaluation shall be made following a three-year program. Position titles should conform to the listed positions in the index of Occupational Services pursuant to circulars / issuances from the Department of Budget and Management.

Section 5. Job Description of IGDD Positions

1. Development Management Officer IV

- 1.a. Formulates measures relevant to the gender and development concerns of the City in order to attain gender mainstreaming on local government policies through the conduct of research and other related studies.
- 1.b. Reviews the City Development Plans and policies to ensure gender-responsive programs of the city by way of facilitating workshops and consultations.
- 1.c. Formulates and recommends fiscal plans and policies for consideration of the local finance committee of the City Government and for inclusion in the yearly General Appropriations thru presentation of budget proposals and representation in the budget hearing.
- 1.d. Provides technical assistance line departments / offices to carry out measures, which will ensure effective implementation of gender and development programs of the city by strengthening collaboration among GAD Focal Persons as well as other mechanism.
- 1.e. Maintains collaboration and partnerships among the line departments / offices, non-government organizations and other organized women federation / council in order to maximize potential resources thru effective coordination.
- 1.f. Directs the execution of gender laws and policies and evaluates the results of GAD programs / projects and activities of the city for effective implementation of the same thru the conduct of periodic monitoring.
- 1.g. Performs such other functions as maybe directed from time to time by the immediate supervisor and / or the City Mayor.

2. Development Management Officer III

- 2.a. Assists DMO IV in formulating measures relevant to the gender and development concerns of the City in order to attain gender mainstreaming on local government policies through the conduct of research and other related studies.
- 2.b. Assists DMO IV in reviewing the City Development Plans and policies to ensure gender responsive programs of the city by way of facilitating workshops and consultations.
- 2.c. Supervises the conduct of research and studies and analysis of data gathered in order to develop database for Davao City through establishment of data resource materials and electronic data bank network.
- 2.d. Assists in providing technical assistance line departments / offices to carry out measures, which will ensure effective implementation of gender and development programs of the city by strengthening collaboration among GAD Focal Persons as well as
- 2.e. Assists maintaining collaboration and partnerships among the line departments / offices, non-government organizations and other organized women federation / council in order to maximize potential resources thru effective coordination.
- 2.f. Assists in evaluating the results of GAD programs / projects and activities of the city for effective implementation of the same thru the conduct of periodic monitoring.
- 2.g. Performs such other functions as maybe directed from time to time by the immediate supervisor and / or the City Mayor.

3. Development Management Officer II (Integrated Gender Coordinative, Monitoring and Evaluation Section)

- 3.a. Coordinates with networks of organizations both GO's and NGO's in the preparation and assessment as well as updating of Davao City Development Plan for women to ensure its implementation at all levels thru meetings, workshops and consultations.
- 3.b. Formulates research tools for the collection of accurate gender and age disaggregated data specifically on poverty situation and in all aspects of economic activities as well as to develop qualitative and quantitative indicators to facilitate the assessment of Davao City's economic performance from a gender perspective thru a facilitative and participative workshop.
- 3.c. Conducts research to communities as well as policy research to government offices thru various approaches such as interviews, focus group discussion and survey in coordination with NGO's, organized women federation and GAD Focal Point persons for assessment and evaluation of gender and development programs and policies.

- 3.d. Develops and initiates advocacy programs to promote women's economic, social and political empowerment by maintaining and strengthening media relations.
- 3.e. Prepares accomplishment reports in all activities undertaken by the Integrated Gender Coordinative, Monitoring and Evaluation Section as well as other monitoring and evaluation reports and submit to the immediate supervisor for review and recommendation.
- 3.d. Performs other function as maybe directed from time to time by the immediate supervisor and / or the DMO IV.

4. Development Management Officer II (Integrated Gender Regulatory Section)

- 4.a. Formulates standards and guidelines for all women/gender and development mechanisms instituted by all establishments and local government agencies and instrumentalities for effective implementation of GAD programs / projects including proper coordination and effective referral system.
- 4.b. Proposes mechanisms and appropriate intervention models attending to the social context of women's specific problems and needs specifically in situations of violence or abuse for the guidance of all women centered programs and services whether government or private thru preparation of project proposal / design to be submitted to the City Mayor thru DMO IV and III.
- 4.c. Recommends and proposes policy changes to address holistically i.e. physical, biological, emotional, psychological and social needs specifically thru indigenous approach to women social dysfunction by drafting amendments of laws, orders and ordinances.
- 4.d. Conducts orientation and frequent interactive activities to strengthen GAD Focal Point Persons per E.O. 348, Office of the President and Ordinance No. 5004 to ensure gender mainstreaming in GAD programs and policies.
- 4.e. Conducts policy studies on existing and proposed laws to ensure effective intervention in policy making in coordination with Coordinative, Monitoring and Evaluation Section in partnership with other GO's and NGO's.
- 4.f. Performs such other functions as maybe directed from time to time by the immediate supervisor and / or DMO IV.

5. Development Management Officer I (Integrated Gender Coordinative, Monitoring and Evaluation Section)

- 5.a. Assists DMO II in coordinating with networks of organizations both GO's and NGO's in the preparation and assessment as well as updating of Davao City Development Plan for women to ensure its implementation at all levels thru meetings, workshops and consultations.
- 5.b. Assists DMO II in the formulation of research tool for the collection of accurate gender and age disaggregated data specifically on poverty situation and in all aspects of economic activities as well as to develop qualitative and quantitative indicators to facilitate the assessment of Davao City's economic performance from a gender perspective through proper and comprehensive documentation.
- 5.c. Assists DMO II in identification, transformation and interpretation of data essential to execution of operation plan, and other office development by way of team coaching approach and by data collation and tabulation.
- 5.d. Assists DMO II in the preparation of accomplishment reports in all activities undertaken by the Integrated Gender Coordinative, Monitoring and Evaluation Section as well as other monitoring and evaluation reports by encoding and drafting said reports through the use of computers.
- 5.e. Follow-ups of administrative requirements of the activities, projects and program advocacies of the Integrated Gender and Development Division through the establishment of linkages and facilitation of documents to ensure that necessary support services are met.
- 5.f. Coordinates with line departments / offices in the planning management, monitoring and evaluation of gender related activities for effective implementation.

- 5.g. Prepares the documentation report in the conduct of interviews, focus group discussion and other related research activities for identification of action areas and to have bases for proper and appropriate action and by use of tape recorder.
- 5.h. Performs staff functions and other related duties that may, from time to time be assigned by the superiors.

6. Development Management Officer I (Integrated Gender Regulatory Section)

- 6.a. Assists DMO II in formulating standards and guidelines for all women/ gender and development mechanisms instituted by all establishment and local government agencies and instrumentalities for effective implementation of GAD Programs / projects including proper coordination and effective referral system thru reproduction of copies for dissemination;
- 6.b. Assists DMO II in designing proposals of mechanisms and appropriate intervention models attending to the social context of women's specific problems and needs specifically in situations of violence or abuse for the guidance of all women centered programs and services whether government or private by encoding draft proposals and reproduction of the same for review thru the use of computers and other reproduction equipment;
- 6.c. Assists DMO II by encoding drafts of policy amendments and reproduction of the same for review and final printing thru the use of computers and other reproduction equipment;
- 6.d. Follow-ups of attendance and participation of GAD Focal Point Persons in orientation and related activities which aim towards strengthening said mechanism per E.O. 348, office of the President and Ordinance No. 5004 thru the use of telephone / cell phone;
- 6.e. Prepares the documentation report in the conduct of policy studies on existing and proposed and appropriate action of concerned parties as well as during committee hearing by way of taking notes and by the use of tape recorder;
- 6.f. Performs staff functions and other related duties that may, from time to time be assigned by superiors.

7. Clerk III

- 7.a. Receives, releases, records of incoming and outgoing communication for proper records management by adopting a workable system.
- 7.b. Types or encodes office correspondence, memoranda, reports, payrolls and do other clerical jobs for dissemination, submission and processing using typewriter or computer equipment.
- 7.c. Performs other tasks and related duties that may, from time to time be assigned by superiors.

8. Clerk II

- 8.a. Receives, releases, records of incoming and outgoing communication;
- 8.b. Types or encodes office correspondence, memoranda, reports payrolls and do other typing works;
- 8.c. Files records according to procedures;
- 8.d. Performs other jobs that may be assigned by the superior.

Section 6. A person who will be appointed in the career service of the Integrated Gender and Development Division should meet the maximum qualification standards as approved by the Civil Service Commission.

In determining the relevance of education and experience requirement, reference shall be made to the duties and responsibilities attached to the positions and the occupational groupings.

Furthermore, selection of employees for appointment in this newly created division shall be open to all qualified men and women according to the principle of merit and fitness. There shall be no discrimination in the selection of employees on account of gender, civil status, disability, religion, ethnicity, or political affiliation.

- Section 7.** Sufficient funds shall be allocated for the creation of the Integrated Gender and Development Division and for the 8 plantilla positions under it.
- Section 8. Repealing Clause.** Section 28 and 29 of Chapter II, Provisions for Implementation of the Women Development Code is hereby amended or modified accordingly
- Section 9. Effectivity.** This ordinance shall take effect upon approval and after completion of its publication in a newspaper of general circulation in Davao City.

ADOPTED, October 28, 2003, by a unanimous vote of all members of the Sanggunian present.