

A committee shall be convened to manage and coordinate the activities and affairs of the summit focusing on (a) current situation of women in Roxas; and (b) women's issues and concerns and how these can be addressed. The summit shall come up with priority issues with their specific action points to be disseminated and proposed for adoption at the municipality and barangay councils.

SECTION 28. Peace Education Based on Social Justice and Human Rights – The Municipal government network shall promote peace, education at the barangay level through affirmative action and information campaign activities on peace and development issues based on social justice and human rights to be spearheaded by barangay leaders in coordination with community based women, people's and non-government organizations.

ARTICLE IV Labor and Employment

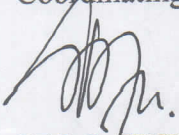
SECTION 29. Wage and Benefits for Women – Every Employer shall comply with the minimum wage as stipulated by the Regional Wage Board or as stipulated by pertinent legislation passed by Congress and shall grant all benefits to all women employees such as maternity leave, sick leave, vacation leave, retirement and other benefits as provided by law. The same provisions, shall apply to benefits covered by Collective Bargaining Agreements between employers and unions.

SECTION 30. Increased Maternity Leave Benefits as Incentives for Breast Feeding Mothers in the Private Sector – Expanded maternity leave benefits up to 105 days expands the paid maternity leave to 105 days up to three (3) months under RA11210. Women who are solo parents who are qualified under RA8972 or the Solo Parent Act of 2000 are entitled to an additional 15days of paid maternity leave. Thus, the concerned solo parents will be entitled to a total of 125 days of paid maternity leave. Provided, that this benefit shall be mutually agreed upon in the Collective Bargaining Agreement (CBA) between the concerned employees' union and management. Provided, further, that any additional leave period shall be used for breast feeding for the new-born baby by the concerned employee.

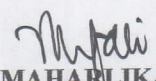
SECTION 31. Increase Paternity Leave Benefits as Incentive for Fathers for Meaningful Participation in the Care of the New Born Child in the Private Sector – Additional Paternity Leave Benefits up to fourteen (14) days from the seven (7) days mandated by law under RA 8187, shall be extended to male employees in private offices and commercial/industrial establishments located in the municipality, who have rendered at least one (1)year continuous service, provided that this benefit shall be mutually agreed upon in the Collective Bargaining Agreement(CBA)between the concerned employees' union and management. Provided, further, that any additional leave period shall be used for caring of the new-born baby by the concerned employee.

SECTION 32. Increase Reproductive Health Benefits for Women – A yearly twelve (12) day menstrual/menopausal leave for women employees in private offices and commercial/industrial establishments located in the municipality, who have rendered at least one year continuous service, provided that this benefit shall be mutually agreed upon in the Collective Bargaining Agreement (CBA)between the concerned employees' union and management. Provided, further, that this benefit shall be taken one-day each month for menstrual or menopausal leave.

SECTION 33. Orientation on Sexual Harassment – All government agencies and private offices, commercial/industrial establishments located in the municipality shall conduct regular orientation on sexual harassment for their respective employees. Certificate of Compliance shall be submitted to the Municipal Gender and Development Resource and Coordinating Office.


LEO G. CUSI, SR.


JERWIN S. DIMAPILIS


MARIA MAHARLIKA M. FABIC

The Municipal government shall set up/create its own Committee on the Decorum and Investigation (CODI) including the promulgation of the Implementing Rules and Regulations (IRR) or policy on sexual harassment cases and administrative sanctions covering all municipal officers and employees in accordance with the provision of RA 7877 and the Civil Service Rules and Regulations on Sexual Harassment

The Municipal government shall campaign to set up/create the same CODI in all private offices and commercial/industrial establishments.

SECTION 34. Setting up Grievance Machinery – A grievance committee shall be set up in all government and private office, commercial/industrial establishments located in the municipality, to act on complaints/cases related to various forms of discrimination against women in the work place such as hiring, job training, promotion, and the like.

SECTION 35. Equal Access to Job Training and Promotion – No woman shall be deprived of job training and promotion on account of her gender, age ethnicity, creed, religion and civil status.

SECTION 36. Facilities and Support Systems for Women. – The municipal government shall ensure occupational safety and health of women employees in both government and private offices and commercial/industrial establishments. In appropriate cases, it shall require employees to:

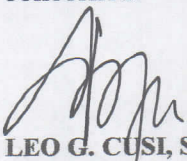
- a. provide ergonomic system of seats or equipment in the performance of their duties without detriment to efficiency,
- b. establish separate toilet rooms, lavatories and lounge for men and women and provide at least a dressing room for women;
- c. provide breast feeding room for women in the workplace.

SECTION 37. Household Based Workers or Women in the Informal Sector. The municipal government shall ensure that social protection shall be accorded to women working in the informal economy. These are women vendors, sewers, laundry workers, and related occupation. Organized home-based workers may avail of social security employees' compensation benefits and PhilHealth Benefits upon proper documentation and registration with the Social Security System and PhilHealth, respectively.

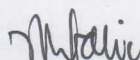
The municipal government, through the Industrial Relations Office, Community Relations Office, Social Services and Development and shall conduct an inventory of all women involved in the informal sector for consultation and provision of appropriate support services for the sector.

SECTION 38. Barangay-Based Househelp Support. – All barangays in Roxas, Oriental Mindoro shall conduct compulsory education for both house helpers and house helper employees on gender sensitivity. An administrative sanction shall be imposed to any barangay council which fails to comply with this provision.

SECTION 39. Women in Entertainment Industry. – Women engaged in legitimate occupations in the entertainment industry such as singers, stage performers/ actresses, bar girls and receptionists, shall be recognized as wage earners and they shall receive a minimum wage and benefits afforded to women workers and shall render services as set in the job contract and only in the place of work as specified in the business permit of the establishment concerned.


LEO G. CUSI, SR.


JERWIN S. DIMAPILIS


MARIA MAHARLIKA M. FABIC

It must be emphasized that employing minors in the entertainment industry is prohibited in accordance with RA 7658.

SECTION 40. Police Operations in Entertainment Establishments. – All police operations or raids conducted in any entertainment establishment must be undertaken with utmost care and respect for human rights. Police officers shall not take this opportunity for sexual exploitation of or extortion from entertainers and other concerned parties. Violation of this provision is punishable under the Revised Penal Code and other related laws.

SECTION 41. Tax Incentives for Business Entities – The municipal government shall provide tax incentives to business entities as follows:

- a. any amount used for the establishment, maintenance and operation of child minding support service centers 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 breastfeeding.

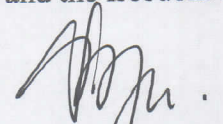
SECTION 42. Monitoring System for Labor Standards – A mechanism shall be installed by the Municipal GAD Council to monitor all offices, agencies and establishments or companies violating Labor Code provisions and provisions of this Ordinance; prepare regular reports to concerned departments and recommend appropriate action.

ARTICLE V

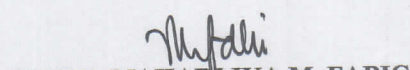
Health Rights

SECTION 43. Right to Health – Article 12 of the UN International Covenant on Economic, Social and Cultural Rights provides that women's right to health, which includes women's reproductive rights, is a basic fundamental human right. In recognition of the fact that women's reproductive roles and social expectations have made health policies, programs and services to focus more on pregnancy and birth-related cases rather than on more holistic approach, the municipal government shall respect and promote a rights-based approach to women and men's health by considering their respective specific realities and health needs at every stage in their lives. It shall also promote couple's shared responsibilities for childbirth and child care.

SECTION 44. Reproductive Health Defined – As defined in the International Conference on Population and Development and World Health Organization and affirmed in the International Women's Conference in Beijing, 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 as satisfying and safe sex life and have the capability to reproduce and the freedom to decide it, when and how to do so.


LEO G. CUSI, SR.


JERWIN S. DIMAPILIS


MARIA MAHARLIKA M. FABIC

The Municipal Health Office shall adopt the reproductive health care approach at all levels of health care delivery. Such approach integrates many issues not previously considered such as central population, sexuality, reproductive tract infection, gender power relations and domestic violence and shall not be limited to family planning and child bearing or safe motherhood.

SECTION 45. Health Care Delivery – Quality health care and services shall be accessible to all women and men regardless of age, sex, creed, religion and ethnicity in Roxas, Oriental Mindoro.

No hospital in the municipality shall deny women and men living below the poverty line of reproductive health services. A certificate of indigency shall be issued by the Punong Barangay for the purpose of verification.

In case of emergency, a social worker or any authorized personnel shall be designated to conduct rapid appraisal of the socio-economic status of the patient for admission purposes.

The municipal government must ensure regular expansion and upgrading of health care facilities to ensure their access by all women and men.

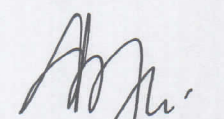
SECTION 46. Women's Control Over their Bodies – Women's decision to attain healthy sexual development and achieve their reproductive intention shall be given appropriate support and guidance by all health professionals, private and public, at a very minimal cost.

Provision of accurate and appropriate information on these matters and corresponding services shall be made available.

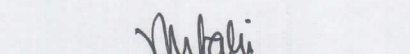
SECTION 47. Gender-Sensitive Women and Children Protection Unit (WCPU) – The municipal government shall establish a Gender-Sensitive Crisis Intervention Unit at all levels of health care, especially at the tertiary level, and shall provide service training to all health and other allied personnel who shall be assigned in this unit.

SECTION 48. Gender-Fair Approach to Pre-Marital Counseling Program – The Municipal Health Office and the Social Services and Development Office shall ensure gender-sensitive conduct/disposition during the Pre-Marital Counselling program to those who are applying for marriage licenses with the Local Civil Registry.

SECTION 49. Mainstreaming Reproductive Health Framework Through Primary Health Care Strategy – In consonance with the Municipal Health Office policies, Children's Youth and Welfare Code, and in pursuance of agreements made at the International Conference on Population and Development (ICPD), the municipal government shall mainstream the Reproductive Health Approach in health care services delivery using the primary health care strategy.


LEO G. CUSI, SR.


JERWIN S. DIMAPILIS


MARIA MAHARLIKA M. FABIC

ARTICLE VI

Education Rights

SECTION 50. Conduct of Regular Gender – Sensitivity Training for All Teachers at All School Levels - The District Schools in coordination with Roxas, Oriental Mindoro GAD Council shall conduct and incorporate gender-sensitivity orientation in teachers' orientation seminars and Parents-Teachers Associations (PTAs) meetings conducted before classes start in the beginning of the school year.

SECTION 51. Developing Gender-Fair Educational Materials – The District Schools shall ensure that all educational materials developed by the public school officials and the private sector are gender-fair and do not portray stereotyping of roles for men and women or boys and girls. It shall conduct a regular monitoring and review of existing educational materials to ensure that these are gender sensitive and gender-fair.

SECTION 52. Promotion of Gender-Sensitive Curriculum – All public and private schools in Roxas, Oriental Mindoro shall actively promote gender-sensitivity in their subject/course curriculum and gender fair socialization for school pupils. The District Schools shall also ensure that school officials and the private sector professional school counseling and career education programs are gender responsive.

SECTION 53. Promoting Gender Sensitive Education Programs and Services – All schools, offices, establishments or companies, departments and agencies including barangay official of the local government shall initiate gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender justice.

SECTION 54. Gender-Responsive Non-Formal Education for Youth and Adults – The District Schools in coordination with Technical Education Services Development Authority (TESDA) shall conduct non-formal classes for women and men desiring to engage themselves in functional and practical education, to be held in barangay high schools or barangay multi-purpose centers.

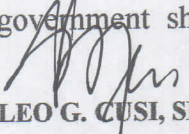
ARTICLE VII

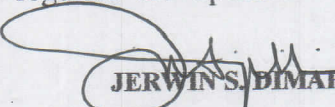
Culture and Mass Media

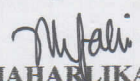
SECTION 55. Gender-sensitive Portrayals in Media – The municipal government shall oblige all media institutions to be sensitive in portrayal of women's and men's role, encourage positive images of women, and discourage sexist and homophobic print materials and broadcast programs.

SECTION 56. Gender-sensitivity Training for Local Media Practitioners – The municipal government shall encourage and support the conduct of gender sensitivity workshop training for media practitioners at the community level and tertiary schools located in the municipality. It shall likewise provide full support to media practitioners and free-lance/independent media productions that advocate gender-sensitive issues through various forms of incentive and recognitions.

SECTION 57. Regulation of Internet Cafes and Computer Shops – The municipal government shall regulate the operation of internet services-providing establishments,


LEO G. CUSI, SR.


JERWIN S. DIMAPILIS


MARIA MAHARLIKA M. FABIC