

SECTION 92. Gender and Population – The Municipal Health Office shall review and redesign the population program based on the reproductive health framework.

SECTION 93. Training on Non-Traditional Occupation – Women shall be given opportunity to acquire training on non-traditional occupation specially in the field of science and technology.

BOOK II-FINAL PROVISIONS
CHAPTER I-PENAL PROVISIONS

ARTICLE I

Violence Against Women and Children

SECTION 1. Soliciting Sexual Services – It is unlawful for a person to solicit a women's service for sexual purposes as gift, representation, public relations, or as an act of goodwill regardless of whether the solicitor profits or not from such act without prejudice to the provisions of the Revised Penal Code and RA 11862 or the Anti Trafficking in Persons Act and RA 11862 or the Expanded Anti- Trafficking in Persons Act of 2022.

Any person may file complaint together with the affected women to the proper court. Violators of this Code shall suffer the penalty in accordance with RA 11862.

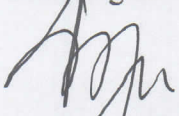
SECTION 2. Trafficking in Women and Children – Any person or agency, who, with the use of force or deceit, lures a woman or boy/girl child to work abroad or in other provinces or cities in the Philippines for a particular job on a promise of high fees, but instead landed on prostitution, domestic help or other odd jobs shall be penalized in accordance with the penal provisions under RA 11862 or the Anti-Trafficking in Persons Act, RA 7610 or the Law on Protection Against Child Abuse, RA 7877 or the Anti-Sexual Harassment Law, RA 8353 or the Anti-Rape Law, and the Revised Penal Code.

SECTION 3. Prostitution Sex Trade - Any agency or person who shall engage in keeping women for sex for a fee shall suffer the penalty in accordance with the Revised Penal Code.

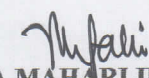
Entertainment establishment that promotes prostitution as defined in this Code shall suffer the penalty in accordance with RA 7610 RA 11862, RA 7877, RA 8353 and RA 7658.

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 Two Thousand Pesos (P2,000.00) and imprisonment of one year shall constitute the penalty for violation.

SECTION 5. Beauty Contests – Beauty contests which tend to commodity, abuse, humiliate and treat other persons, specially women and homosexuals as sex objects shall strictly be prohibited in schools, communities, barangays and by the Municipal government in its special celebrations, but in their stead the projection of women's strengths and potentials, especially with regard to indigenous and culturally relevant forms shall be encouraged.


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

For business entities: a) Cancellation of business permit; b) Fine of Two Thousand Pesos (P2,000.00), 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 Roxas, Oriental Mindoro: a) Suspension for one month without pay; b) Fine of Two Thousand Pesos (P2,000.00), c) Others, as prescribed in the implementing rules and regulations of this Code.

For educational institutions, charity or welfare organizations: a) Cancellation of license to operate; b) Fine of Two Thousand Pesos (P2,000.00) ;c) Others, as prescribed in the implementing rules and regulations of this Code.

SECTION 6. Fund Raising Initiative Defined. – It refers to any activity, whether in whole or in part, integrated in any raffle draw, benefit or disco dance, premier showing or 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 Roxas, Oriental Mindoro. Violators of this provision shall pay a fine of Two Thousand Pesos (P2,000.00) or imprisonment of six (6) months or both at the discretion of the Court.

SECTION 7. Women and Girls in Detention. – No women or girl child shall be kept by any PNP/military personnel in police/military detachments/checkpoint or any analogous quarter for purposes of comfort and may not be deprived of basic social services in detention. 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 8. Forced Marriage. – No women shall be forced to marry on the basis of vitiated consent. Any person or representative committing fraudulent or coercive act to cause and effect a forced marriage shall be liable under this Code by a fine of Two Thousand Pesos (P2,000.00) or an imprisonment of one year, or both, at the discretion of the Court.

SECTION 9. Regular Surveillance of Entertainment Establishments. – A Municipal Interdepartmental Task Force shall be created to conduct regular surveillance of business establishments involved in trading women's bodies such as a) prostitution; b) printing, publication, display and distribution of pornographic scenes on movies/TV shows, trailers, posters, billboards and other materials and literature that treat women as sex objects and commodities; organizing production of pornographic and indecent shows depicting women and girls as sexual objects either in nude or provocative gestures; and mounting live shows where women or girl-child are influenced or forced to dance or do naked shows in public or private places of any person or agency who engages in organizing or production, these activities that exploit women and girl children violate human rights and shall be dealt with under the law. Failure of the Task Force to submit weekly report shall be subjected to administrative sanction.

SECTION 10. Violence Against Women and their Children – Any violator of this Code as stipulated in Section 1. Art. 1, Chapter 2 in Book 1 shall be penalized in accordance with the provisions of the Revised Penal Code.


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SECTION 11. Pedophilia – Any act falling under the definition of pedophilia shall constitute a violation of this Code as stipulated in Section 9, Art. 1, Chapter 2 in Book 1. Any violator of this provision shall be penalized in accordance with the Revised Penal Code.

ARTICLE II

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, age, ethnicity, creed, religion and civil status. Violations by private employers shall constitute a fine of One Thousand Pesos (P1,000.00) and temporary cancellation of business permit for the first offense and Two Thousand Pesos (P2,000.00) fine and permanent cancellation of business permit for the second offense or as prescribed by the Court in accordance with penal provisions under the Labor Code. Government unit or agency head of office is liable with the penalty of three months suspension and a fine of One Thousand Pesos (P1,000.00).

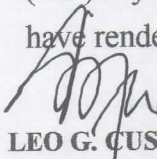
SECTION 13. Wage and Benefits for Women – Every employer shall comply with the minimum wage as stipulated by the Regional Wage Board or passed by the Congress and shall grant all benefits to all women employees such as maternity leave, sick and vacation leave, retirement, termination and other benefits provided by law. Violation by private employers shall constitute a fine of Two Thousand Pesos (P2,000.00) and a cancellation of business permit or as prescribed by the Court in accordance with penal provisions under the Labor Code. A Municipal government unit or agency head of office which violates this Code shall be liable with the penalty of three months suspension and a fine of One Thousand Pesos (P1,000.00).

SECTION 14. Facilities and Support Systems for Women – The Municipal government shall ensure the safety and health of women employees. In appropriate cases, it shall require employers to:

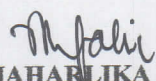
- a. provide seats proper for women and permit them to use such seats when they are free from work and during working hours, provided they can perform their duties in this position without detriment to efficiency,
- b. establish separate toilet rooms, lavatories and lounge for men and women and provide at least a dressing room for women;
- c. provide breastfeeding rooms/areas for women in the workplaces.

Violation by private employers, Two Thousand pesos(P2,000.00) and the 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 One Thousand Pesos (P1,000.00).

SECTION 15. Increase Maternity Leave Benefits as Incentives for Breast feeding Mothers in the Public and Private Sector. – Maternity leave benefits of one hundred five (105) days shall be extended accordingly to all women employees (public and private) who have rendered at least one year continuous service.


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Any employer who violates this provision shall pay a fine of Two Thousand Pesos (P2,000.0) and a suspension of business permit or license to operate for six (6) months. For local government department or agency, administrative sanctions shall be imposed.

SECTION 16. Barangay Education on Gender-Sensitivity. – All barangays in Roxas, Oriental Mindoro shall conduct compulsory training and education for both BSDO's, barangay officials, house helpers and house helper employers on gender-sensitivity. An administrative sanction shall be imposed to any barangay council which fails to comply with this provision.

SECTION 17. 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 Two Thousand Pesos (P2,000.00) or cancellation of business permit, or both, at the discretion of the Court.

SECTION 18. Police Operations in Entertainment Establishments. – All police operations or raids conducted in any entertainment establishment must be undertaken with utmost respect for human rights. Police officers shall not take this opportunity for sexual exploitation of or extortion from entertainers and other concerned parties. The Municipality shall also regulate the media coverage of raiding activities. Violation of this provision shall be subjected to an administrative sanction/ action.

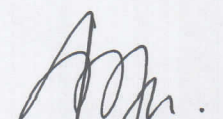
SECTION 19. Orientation on Sexual Harassment. – All government and commercial and private offices, schools and colleges, agencies, establishments or companies located in the municipality shall conduct regular orientation seminars on sexual harassment for their respective employees. Certificate of compliance shall be issued by the Municipal Gender and Development Resource and Coordinating Office. Establishments which fail to comply with this provision shall pay a fine of not less than One Thousand Pesos (P1,000.00) immediately or at the discretion of the Court.

ARTICLE III

Health Rights

SECTION 20. Socialized Reproductive Health Services for All Hospitals. – No hospital in Roxas, Or. Mindoro shall deny a woman living below the poverty line of productive health services. Certificate of Indigency shall be issued by the barangay captain to the concerned woman.

In cases of emergency, a social worker or any authorized personnel shall be designated to conduct a rapid appraisal of the socio-economic status of the patients for admission purposes. Non-compliance of the Administrator of this provision shall be penalized in accordance with penal provisions under RA 8344.


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ARTICLE IV
Socio-Economic Benefits

SECTION 21. Socialized Lending Program – All banks, financial/lending institutions and cooperatives shall open special windows for lending to women engaged in small to medium scale enterprises, including young women who lack access to traditional sources of collateral.

Money lending institutions shall establish a “socialized lending scheme friendly to women” subject to the following conditions;

- a. Based on cooperative interest rates;
- b. No post-dated checks for payment;
- c. Submission of a Certificate of Income Generating Activity of potential beneficiary from her Barangay.

Failure to comply with this provision shall subject the concerned establishments to administrative sanctions.

ARTICLE V
Special Sectoral Concerns

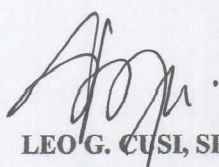
SECTION 22. Barangay Level Sanction on Cases of Harassment Committed Against Differently – Abled and Elderly Women. All barangays in Roxas, Or. Mindoro shall formulate a barangay level sanction on cases of harassment committed against differently-abled and elderly women. Failure to comply with this provision shall subject the barangay council to an administrative sanction.

ARTICLE VI
Gender and Development

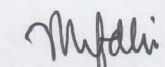
SECTION 24. Gender Sensitivity Orientation and Training – All schools, offices, establishments or companies, departments and agencies including barangay officials of the local government shall initiate gender sensitivity orientation and training which shall equip them with theoretical and practical knowledge on gender justice. Non-compliance of this provision shall require the concerned party to pay a fine of Two Thousand Pesos (P2,000.00) and issuance of warning by the Integrated Gender and Development Office.

CHAPTER II
Provisions for Implementation

SECTION 25. Development (GAD) Council – As the municipal government's GAD Focal Point, the municipal GAD Council shall ensure the promotion of women's empowerment and equality/equity between women and men in the municipality; and is primarily responsible for ensuring the sustained implementation of this municipal GAD Code.


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