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REPUBLIC OF THE PHILIPPINES
City of San Juan
METRO MANILA

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OFFICE OF THE SANGGUNIANG PANLUNGSOD

CITY ORDINANCE NO. 22
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AN ORDINANCE ENACTING A MAGNA CARTA FOR THE WOMEN OF THE
CITY OF SAN JUAN

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WHEREAS, the state recognizes the role of women in nation-building, and shall ensure the fundamental equality of men and women as stated in the Philippine 1987 Constitution under Section 14 Article II;

WHEREAS, Article XIII Section 11 implies that the state also recognizes the rights of women by adopting integrated and comprehensive approaches to health development by accessing essential good, health, and social services by prioritizing women, among the other sectors;

WHEREAS, it is stated under Article XIII Section 14 that the state shall also protect women by providing safe and healthful working conditions, taking into account their maternal functions, and such facilities and opportunities that will enhance their welfare and enable them to realize their full potential;

WHEREAS, the City recognizes that women faces different realities that affect their economic, political, social, and cultural conditions. Further, the City shall undertake efforts in developing plans, policies, programs, measures and mechanisms that address discrimination, exploitation, marginalization, oppression, and subordination among women;

WHEREAS, the City promotes equality and equity among men and women, and thus condemns any form of discrimination, exploitation, marginalization, oppression, and subordination towards any person. The city shall provide women the rights, protection, and opportunities available to all members of the community.

NOW THEREFORE, BE IT ORDAINED by the Sangguniang Panlungsod of the City of San Juan in a session duly assembled that:

CHAPTER I
GENERAL PROVISIONS

SECTION 1. TITLE. This Ordinance shall be known as, “**The Magna Carta of the Women of San Juan**”.

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SECTION 2. DECLARATION OF POLICY. The city affirms the rights of every San Juaneña as human rights and shall intensify all efforts to fulfill our duties under the international and national laws to recognize, respect, promote, and fulfill all fundamental human rights of women. Further, the city will provide the necessary mechanism to enforce women's rights and undertake all legal measures to foster and promote women's equal opportunities to fully participate and contribute in all aspects of the society.

SECTION 3. PRINCIPLES. The United Nations General Assembly passed the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1979. It is a legally binding international agreement that requires ALL member nations to take necessary steps to support women's advancement and the protection of their human rights.

The universality of human rights is encompassed in the words of Article 1 of the Universal Declaration of Human Rights, which states that all human beings are free and equal in dignity and rights. As stated in Republic Act No. 9710, otherwise known as the Magna Carta of Women:

- a. Human rights are indivisible. Human rights are inherent to the dignity of every human being whether they relate to civil, cultural, economic, political, or social issues.
- b. Human rights are interdependent and interrelated. The fulfillment of one right often depends, wholly or in part, upon the fulfillment of others.
- c. All individuals are equal as human beings by virtue of the inherent dignity of each human person. No one, therefore, should suffer discrimination on the basis of ethnicity, gender, age, language, sexual orientation, race, color, religion, political, or other opinion, national, social, or geographical origin, disability, property, birth, or other status as established by human rights standards.
- d. All people have the rights to participate in and access information relating to the decision-making processes that affect their lives and well-being. Rights-based approaches require a high degree of participation by communities, civil society, minorities, women, young people, indigenous peoples, and other identified groups.
- e. States and other duty-bearers are answerable for the observance of human rights. They have to comply with the legal norms and standards enshrined in international human rights instruments in accordance with the Philippine Constitution. Where they fail to do so, aggrieved rights-holders are entitled to institute proceedings for appropriate redress before a competent court or other adjudicator in accordance with the rules and procedures provided by law.

CHAPTER II DEFINITION OF TERMS

SECTION 4. DEFINITION OF TERMS. For purposes of implementation, this ordinance shall adopt Chapter II Section 4 of R.A. 9710 otherwise known as the Magna Carta of Women, and the following terms shall mean:

- a. **Women Empowerment** - refers to the provision, availability, and accessibility of opportunities, services, and observance of human rights which enable women to actively participate and contribute to the political, economic, social, and cultural development of the nation as well as those which shall provide them equal access to ownership, management, and control of production, and of material and informational resources and benefits in the family, community, and society.

- b. **Discrimination Against Women** - refers to any gender-based distinction, exclusion, or restriction which has the effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by women, irrespective of their marital status, on a basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other field. It includes any act or omission, including by law, policy, administrative measure, or practice, that directly or indirectly excludes or restricts women in the recognition and promotion of their rights and their access to and enjoyment of opportunities, benefits, or privileges. A measure or practice of general application is discrimination against women if it fails to provide for mechanisms to offset or address sex or gender-based disadvantages or limitations of women, as a result of which women are denied or restricted in the recognition and protection of their rights and in their access to and enjoyment of opportunities, benefits, or privileges; or women, more than men, are shown to have suffered the greater adverse effects of those measures or practices. Provided, finally, that discrimination compounded by or intersecting with other grounds, status, or condition, such as ethnicity, age, poverty, or religion shall be considered discrimination against women under this Act.
- c. **Marginalization** - refers to a condition where a whole category of people is excluded from useful and meaningful participation in political, economic, social, and cultural life.
- d. **Marginalized** - refers to the basic, disadvantaged, or vulnerable persons or groups who are mostly living in poverty and have little or no access to land and other resources, basic social and economic services such as health care, education, water and sanitation, employment and livelihood opportunities, housing, social security, physical infrastructure, and the justice system. These include, but are not limited to, women in the following sectors and groups:
1. **Urban Poor** - refers to those residing in urban and urbanizable slum or blighted areas, with or without the benefit of security of abode, where the income of the head of the family cannot afford in a sustained manner to provide for the family's basic needs of food, health, education, housing, and other essentials in life;
 2. **Workers in the Formal Economy** - refers to those who are employed by any person acting directly or indirectly in the interest of an employer in relation to an employee and shall include the government and all its branches, subdivisions, and instrumentalities, all government-owned and controlled corporations and institutions, as well as nonprofit private institutions or organizations;
 3. **Workers in the Informal Economy** - refers to self-employed, occasionally or personally hired, subcontracted, paid and unpaid family workers in household incorporated and unincorporated enterprises, including home workers, micro-entrepreneurs and producers, and operators of sari-sari stores and all other categories who suffer from violation of workers' rights;
 4. **Migrant Workers** - refers to Filipinos who are to be engaged, are engaged, or have been engaged in a remunerated activity in a State of which they are not legal residents, whether documented or undocumented;
 5. **Children** - refers to those who are below eighteen (18) years of age or over but are unable to fully take care of themselves or protect themselves from abuse, neglect, cruelty, exploitation, or discrimination because of a physical or mental disability or condition;
 6. **Senior Citizens** - refers to those sixty (60) years of age and above;

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7. **Persons with Disabilities** - refers to those who are suffering from restriction or different abilities, as a result of a mental, physical, or sensory impairment to perform an activity in the manner or within the range considered normal for a human being;
 8. **Solo Parents** - those who fall under the category of a solo parent defined under Republic Act No. 8972, otherwise known as the "Solo Parents Welfare Act of 2000" and Republic Act No. 11861 otherwise known as the "Expanded Solo Parents Welfare Act"
- e. **Substantive Equality** - the full and equal enjoyment of rights and freedoms contemplated under this Act. It encompasses de jure and de facto equality and also equality in outcomes.
 - f. **Gender Equality** - the principle asserting the equality of men and women and their right to enjoy equal conditions realizing their full human potentials to contribute to and benefit from the results of development, and with the State recognizing that all human beings are free and equal in dignity and rights.
 - g. **Gender Equity** - refers to the policies, instruments, programs, services, and actions that address the disadvantaged position of women in society by providing preferential treatment and affirmative action. Such temporary special measures aimed at accelerating de facto equality between men and women shall not be considered discriminatory but shall in no way entail as a consequence the maintenance of unequal or separate standards. These measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved.
 - h. **Gender and Development (GAD)** - refers to the development perspective and process that are participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, supportive of self-determination and actualization of human potentials. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices; seeks to transform society's social, economic, and political structures and questions the validity of the gender roles they ascribed to women and men; contends that women are active agents of development and not just passive recipients of development assistance; and stresses the need of women to organize themselves and participate in political processes to strengthen their legal rights.
 - i. **Gender Mainstreaming** -refers to the strategy for making women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all political, economic, and societal spheres so that women and men benefit equally and inequality is not perpetuated. It is the process of assessing the implications for women and men of any planned action, including legislation, policies, or programs in all areas and at all levels.
 - j. **Temporary Special Measures** - refers to a variety of legislative, executive, administrative, and regulatory instruments, policies, and practices aimed at accelerating this de facto equality of women in specific areas. These measures shall not be considered discriminatory but shall in no way entail as a consequence the maintenance of unequal or separate standards. They shall be discontinued when their objectives have been achieved.
 - k. **Violence Against Women (VAW)** - refers to any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion, or arbitrary deprivation of liberty, whether occurring in public or in private life. It shall be understood to encompass, but not limited to, the following:
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1. Physical, sexual, psychological, and economic violence occurring in the family, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, and other traditional practices harmful to women, non-spousal violence, and violence related to exploitation;
 2. 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 prostitution; and
 3. Physical, sexual, and psychological violence perpetrated or condoned by the State, wherever it occurs. It also includes acts of violence against women as defined in Republic Acts No. 9208 and 9262.
- l. **Women in the Uniform Service** - refers to women employed in the support units of PNP, BJMP, BFP, and the like, both in the major and technical services performing and providing security to the City, and protecting the people from various forms of threat.
 - m. **Social Protection** - refers to policies and programs that seek to reduce poverty and vulnerability to risks and enhance the social status and rights of all women, especially the marginalized by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people's capacity to manage risk. Its components are labor market programs, social insurance, social welfare, and social safety nets.
 - n. **Women in Especially Difficult Circumstances (WEDC)** - victims and survivors of sexual and physical abuse, illegal recruitment, prostitution, trafficking, armed conflict, women in detention, victims and survivors of rape and incest, and such other related circumstances which have incapacitated them functionally.

CHAPTER III DUTIES RELATED TO THE HUMAN RIGHTS OF WOMEN

SECTION 5. DUTIES RELATED TO THE HUMAN RIGHTS OF WOMEN. The City, private sector and the society, and all individuals shall contribute to the recognition, respect, and promotion of the rights of women as prescribed under this Ordinance.

- a. The City as the Primary Duty-Bearer shall:
 1. Refrain from discriminating against women and violating their rights;
 2. Protect women against discrimination and from violation of their rights by private corporations, entities, and individuals; and
 3. Promote and fulfill the rights of women in all spheres, including their rights to substantive equality and non-discrimination.
- b. The City shall fulfill these duties through law, policy, regulatory instruments, administrative guidelines, and other appropriate measures, including temporary special measures. It shall also create measures and establish mechanisms to promote the coherent and integrated implementation and enforcement of this Ordinance and related laws, policies, or other measures to effectively stop discrimination against and advance the rights of women.



- c. The City shall, likewise, keep abreast with and be guided by progressive developments in human rights of women under international law and design of policies, laws, and other measures to promote the objectives of this Ordinance.
- d. These duties shall, further, extend to all government offices in the City of San Juan. This ordinance shall be deemed integrated into and be suppletory to other provisions, particularly those that guarantee specific rights to women and define specific roles and require specific conduct.

**CHAPTER IV
RIGHTS AND EMPOWERMENT OF THE WOMEN OF SAN JUAN**

SECTION 8. HUMAN RIGHTS OF WOMEN. All rights in the Constitution and those rights recognized under international instruments duly signed and ratified by the Philippines, shall be rights of woman under this Ordinance to be enjoyed without discrimination.

SECTION 9. PROTECTION FROM VIOLENCE. The City shall ensure that the women of San Juan shall be protected from all forms of violence as provided for in existing national and local legislations. The defense and protection of women against gender-based offenses and interventions on the integration of women to attain justice and healing shall be given utmost priority.

On the matter of prosecution and reform, the following shall be pursued based on RA 9710 Section 9:

- a. Within the next five (5) years, there shall be an incremental increase in the recruitment and training of women in the police force, forensics and medico-legal, legal services, and social work services availed of by women who are victims of gender-related offenses until fifty percent (50%) of the personnel thereof shall be women.
- b. Women shall have the right to protection and security in situations of armed conflict and militarization. Towards this end, they shall be protected from all forms of gender-based violence, particularly rape and other forms of sexual abuse, and all forms of violence in situations of armed conflict. The City shall observe international standards for the protection of civilian population in circumstances of emergency and armed conflict. It shall not force women to abandon their lands, territories, and means of subsistence, or relocate them in special centers for military purposes under any discriminatory condition.
- c. All government personnel involved in the protection and defense of women against gender-based violence shall undergo a mandatory training on human rights and gender sensitivity pursuant to this legislation.
- d. All local government units shall establish a Violence Against Women's Desk in every barangay to ensure that violence against women cases are fully addressed in a gender-responsive manner.

SECTION 10. WOMEN AFFECTED BY DISASTERS, CALAMITIES, AND OTHER CRISIS SITUATIONS. Women have the right to protection and security in times of disasters, calamities, and other crisis situations especially in all phases of relief, recovery, rehabilitation, and construction efforts. The City shall:

- a. Provide for immediate humanitarian assistance and allocation of resources to address the needs of women in such situations;

- b. Address the particular needs of women from a gender perspective to ensure their full protection from sexual exploitation and other sexual and gender-based violence committed against them;
- c. Responses to disaster situations shall include the provision of services, such as psychosocial support, livelihood support, education, psychological health, and comprehensive health services, including protection during pregnancy;
- d. Provision and availability of female hygiene products and medications relating to the health of women at evacuation centers.

SECTION 11. PARTICIPATION AND REPRESENTATION OF WOMEN IN THE PUBLIC AND PRIVATE SECTORS. The City shall undertake temporary special measures to accelerate the participation and equitable representation of women in all spheres of society particularly in the decision-making and policy-making processes in government and private entities to fully realize their role as agents and beneficiaries of development.

The following measures shall be instituted to ensure that women can participate meaningfully in the formulation, implementation, and evaluation of policies, plans, and programs for national, regional, and local development:

- a. **Empowerment within the Civil Service** – Within the next five (5) years, the number of women in third (3rd) level positions in government shall be incrementally increased to achieve a fifty-fifty (50-50) gender balance;
- b. **Development Councils and Planning Bodies** – To ensure the participation of women in all levels of development planning and program implementation, at least forty percent (40%) of membership of all development councils in the city, and barangay levels shall be composed of women;
- c. **Other Policy and Decision-Making Bodies** – Women’s groups shall also be represented in the City and Barangay level, as well as in, and local special and decision-making bodies;
- d. **International Bodies** – The City shall take all appropriate measures to ensure the opportunity of women, on equal terms with men and without any discrimination to represent the Local Government at the international level and to participate in the work of international organizations; and
- e. **Private Sector** – The City shall implement measures to encourage women leadership in the private sector in the form of incentives.

SECTION 12. EQUAL TREATMENT BEFORE THE LAW. The City shall take steps to review and, when necessary, amend and/or repeal existing Resolutions and/or Ordinances that are discriminatory to women within three (3) years from the effectivity of this Ordinance.

SECTION 13. EQUAL ACCESS AND ELIMINATION OF DISCRIMINATION IN EDUCATION, SCHOLARSHIPS, AND TRAINING. The City shall:

- a. Ensure that gender stereotypes and images in educational materials and curricula are adequately and appropriately revised. Gender-sensitive language shall be used at all times.

- b. Capacity-building on gender and development (GAD), and human rights, education for teachers, and all those involved in the education sector shall be pursued toward this end. Partnerships between and among players of the education sector, including the private sector, churches, and faith groups shall be encouraged.
- c. Enrollment of women in nontraditional skills training in vocational and tertiary levels shall be encouraged.
- d. Expulsion and non-readmission of women faculty due to pregnancy outside of marriage shall be outlawed. No school shall turn out or refuse admission to a female student or her child solely on the account of her having contracted pregnancy outside of marriage during her term in school.

SECTION 14. WOMEN IN SPORTS. It is the responsibility of the Local Government to develop, establish, and strengthen programs for the participation of women and girl-children in competitive and noncompetitive sports as a means to achieve excellence, promote physical and social well-being, eliminate gender-role stereotyping, and provide equal access to the full benefits of development for all persons regardless of sex, gender identity, and other similar factors.

- a. Sports-related departments and organizations shall create guidelines that will establish and integrate affirmative action as a strategy and gender equality as a framework in planning and implementing their policies, budgets, programs, and activities relating to the participation of women and girls in sports.
- b. No sports event or tournament will offer or award a different sports prize, with respect to its amount or value, to women and men winners in the same sports category: Provided, That the said tournament, contest, race, match, event, or game is open to both sexes: Provided, further, That the sports event or tournament is divided into male or female divisions.
- c. Schools, colleges, universities, or any other learning institution shall take into account its total women student population in granting athletic scholarship.

SECTION 15. WOMEN IN UNIFORM SERVICE. The Local Government shall pursue appropriate measures to eliminate discrimination of women in the uniformed service and other similar services. These measures may include:

- a. revising or abolishing policies and practices that restrict women from availing of both combat and noncombat training that are open to men, or from taking on functions other than administrative tasks, such as engaging in combat, security-related, or field operations;
- b. shall be accorded the same privileges and opportunities as men, including additional remunerations, benefits, and awards based on their competency and quality of performance provided for by the City;

SECTION 16. NONDISCRIMINATORY AND NONDEROGATORY PORTRAYAL OF WOMEN IN MEDIA AND FILM. The City shall formulate policies and programs for the advancement of women in collaboration with government and nongovernment media-related organizations. It shall likewise endeavor to raise the consciousness of the general public in recognizing the dignity of women and the role and contribution of women in the family, community, and the society through the strategic use of mass media and social media.

The City shall require media organizations and corporations within the City of San Juan to integrate into their human resource development components regular training on gender equality and gender-based discrimination; create and use gender equality guidelines in all aspects of management, training, production, information, dissemination, communication, and programming; and convene a gender equality committee that will promote gender mainstreaming as a framework and affirmative action as a strategy, and monitor and evaluate the implementation of gender equality guidelines.

SECTION 17. WOMEN'S RIGHT TO HEALTH.

a. **Comprehensive Health Services** – The City shall at all times, provide for a comprehensive, culture sensitive, and gender-responsive health services and programs covering all stages of a woman's life cycle and which addresses the major causes of women's mortality and morbidity: Provided, that in the provision for comprehensive health services, due respect shall be accorded to women's religious convictions, the rights of the spouses to found a family in accordance with their religious convictions, and the demands of responsible parenthood, and the right of women to protection from hazardous drugs, devices, interventions, and substances. Access to the following health services shall be provided:

1. Maternal care to include pre-and post-natal services to address pregnancy and infant health and nutrition;
2. Promotion of Breastfeeding;
3. Responsible, ethical, legal, safe, and effective methods of family planning;
4. Family and City collaboration in youth sexuality education and health services without prejudice to the primary right and duty of parents to educate their children;
5. Prevention and management of Teenage Pregnancy;
6. Access to programs that promote the well-being of her child, especially in the first 1000 days of life;
7. Prevention and management of reproductive tract infections, including sexually transmitted diseases, HIV, and AIDS;
8. Prevention and management of reproductive tract cancers like breast and cervical cancers, and other gynecological conditions and disorders;
9. Prevention of abortion and management of pregnancy-related complications;
10. In cases of violence against women and children, women and children victims and survivors shall be provided with comprehensive health services that include psychosocial, therapeutic, medical, and legal interventions and assistance towards reintegration, healing, recovery, and empowerment;
11. Prevention and management of infertility and sexual dysfunction pursuant to ethical norms and medical standards;
12. Care of the elderly women beyond their child-bearing years; and
13. Management, treatment, and intervention of mental health problems of woman and girls.
14. Promotion of activities that encourage healthy lifestyle through programs and projects that may lead to prevention of diseases.

b. **Comprehensive Health Information and Education** – The women of San Juan, in all sectors, shall be provided with appropriate, timely, complete, and accurate information and education of all the above-stated aspects of women's health in government, education, and training programs, with due regard to the following:

1. The natural and primary right and duty of parents in the rearing of the youth and the development of moral character and the right of children to be brought up in an atmosphere of morality and rectitude for the enrichment and strengthening of character; The formation of a person's sexuality that affirms human dignity; and
2. Ethical, legal, safe, and effective family planning methods including fertility awareness.

SECTION 18. SPECIAL LEAVE BENEFITS FOR WOMEN. For women who had undergone surgery caused by gynecological disorders and have rendered continuous aggregate employment service of at least six (6) months for the last twelve (12) months shall be entitled to a special leave benefit of two (2) months with full pay based on her gross monthly compensation as stipulated in RA 9710 Section 18.

SECTION 19. EQUAL RIGHTS IN ALL MATTERS RELATING TO MARRIAGE AND FAMILY RELATIONS. Appropriate measures to eliminate discrimination against women in all matters relating to marriage and family relations and shall ensure:

- a. the same rights to enter into and leave marriages or common law relationships, referred to under the Family Code, without prejudice to personal preferences or religious beliefs;
- b. the same rights to choose freely a spouse and to enter into marriage only with their free and full consent. The betrothal and the marriage of a child shall have no legal effect;
- c. the right of women to choose her name combination after marriage;
- d. the joint decision on which family planning methods to practice;
- e. the joint decision on the number and spacing of their children and to have access to the information, education and means to enable them to exercise these rights;
- f. the same personal rights between spouses or common law spouses including the right to choose freely a profession and an occupation;
- g. the same rights for both spouses or common law spouses in respect of the ownership, acquisition, management, administration, enjoyment, and disposition of property;
- h. the same rights to properties and resources, whether titled or not, and inheritance, whether formal or customary; and
- i. women shall have equal rights with men to acquire change, or retain their nationality. The City shall ensure in particular that neither marriage to an alien nor change of nationality by the husband during marriage shall automatically change the nationality of the wife, render her stateless or force upon her the nationality of the husband. Various statutes of other countries concerning dual citizenship that may be enjoyed equally by women and men shall likewise be considered.
- j. Customary laws shall be respected. Provided, however, that no discrimination against women is made.

CHAPTER V RIGHTS AND EMPOWERMENT OF MARGINALIZED SECTORS

SECTION 20. FOOD SECURITY AND PRODUCTIVE RESOURCES. The City shall guarantee, at all times, the availability in the market of safe and health-giving food to satisfy the dietary needs of the population, giving particular attention to the specific needs of poor girl-children and marginalized women, especially pregnant and lactating mothers and their young children. Further, the City shall:

- a. **Right to Food** – The City shall guarantee the sufficiency of food in quantity and quality to satisfy the dietary needs of individuals, the physical and economic accessibility for everyone to adequate food that is culturally acceptable and free from unsafe substances and culturally accepted, and the accurate and substantial information to the availability of food, including the right to full, accurate, and truthful information about safe and health-giving foods and how to produce and have regular easy access to them;
- b. **Right to Resources for Food Production** – The State shall guarantee women a vital role in food production by giving priority to their rights to land, credit, and infrastructure support, technical training, and technological and marketing assistance. Further, the right to adequate food by proactively engaging in activities intended to strengthen access to, utilization of, and receipt of accurate and substantial information on resources and means to ensure women’s livelihood, including food security:
 1. Equal status shall be given to women and men, whether married or not, in the titling of the land and issuance of stewardship contracts and patents;
 2. Information and assistance in claiming rights to the land shall be made available to women at all times;
 3. Equal rights to women to the enjoyment, use, and management of land, water, and other natural resources within their communities;
 4. Women-friendly and sustainable urban agriculture technology shall be designed based on accessibility and viability in consultation with women’s organizations;

SECTION 21. RIGHT TO HOUSING – the City shall develop housing programs for women that are localized, simple, accessible, with potable water, and electricity, secure, with viable employment opportunities and affordable amortization.

SECTION 22. RIGHT TO DECENT WORK - ensure decent work standards for women that involve the creation of jobs of acceptable quality in conditions of freedom, equity, security, and human dignity. Decent work involves opportunities for work that are productive and fairly remunerative as family living wage, security in the workplace, and social protection for families, better prospects for personal development and social integration, freedom for people to express their concerns, organize, participate in the decisions that affect their lives, and equality of opportunity and treatment for all women and men.

SECTION 23. RIGHT TO LIVELIHOOD, CREDIT, CAPITAL AND TECHNOLOGY. The City shall ensure that women are entitled to the following:

- a. Equal access to formal sources of credit and capital;
- b. Equal access to livelihood trainings and assistances provided; and
- c. Equal access to technology that may aid in making a living.

SECTION 24. RIGHT TO EDUCATION AND TRAINING. The City shall ensure the following:

- a. Women migrant workers have the opportunity to undergo skills training, if they so desire, before taking on a foreign job, and possible retraining upon return to the country;
- b. Gender-sensitive training and seminars; and
- c. Equal opportunities in scholarships based on merit and fitness especially to those interested in research and development.

SECTION 25. RIGHT TO REPRESENTATION AND PARTICIPATION. The City shall ensure the participation of the women of San Juan in policy-making or decision-making bodies in the local level, especially in the sectors that they represent.

SECTION 26. RIGHT TO INFORMATION. Access to information regarding policies on women, including programs, projects, and funding outlays that affect them, shall be ensured.

SECTION 27. SOCIAL PROTECTION. The City shall:

- a. institute policies and programs that seek to reduce the poverty and vulnerability to risks and enhance the social status and rights of the marginalized women by promoting and protecting livelihood and employment, protecting against hazards and sudden loss of income, and improving people's capacity to manage risks.
- b. support women with disabilities on a community-based social protection scheme.
- c. provide services, especially for women victims of abuse, that will protect and assist in their re-integration to the community.

SECTION 28. RECOGNITION AND PRESERVATION OF CULTURAL IDENTITY AND INTEGRITY. The City shall recognize and respect a woman's rights to practice, promote, protect, and preserve their own culture, traditions, and institutions and to consider these rights in the formulation and implementation of policies and programs. Provided, that these cultural systems and practices are not discriminatory to women.

SECTION 29. PEACE AND DEVELOPMENT. As one of the leading most peaceful cities in the National Capital Region, the City shall respect and abide by the peace process that may affect some of the sectors residing in the city. Further, women and families who seek solitude and safety in our City are and will be protected by the same laws we follow.

SECTION 30. WOMEN IN ESPECIALLY DIFFICULT CIRCUMSTANCES (WEDC). The City, through the Women's Hub and/or other responsible LGU departments, shall deliver the necessary services and interventions for WEDCs as necessary such as, but not limited to, the following:

- a. Temporary and protective custody;
- b. Medical and dental services;
- c. Psychological evaluation;
- d. Counseling;
- e. Psychiatric evaluation;
- f. Legal services;
- g. Productivity skills capability building;
- h. Livelihood assistance;
- i. Job placement;
- j. Financial assistance; and
- k. Transportation assistance.

SECTION 31. PROTECTION OF GIRL-CHILDREN. The City shall implement programs to:

- a. Eliminate all forms of discrimination against girl-children in education, health and nutrition, and skills development.
- b. Protect girl-children from all forms of abuse and exploitation;
- c. Ensure access of girl-children to "Madaris", schools of living culture and traditions, and to the regular schools shall be ensured.
- d. Gender-sensitive curriculum, including legal literacy, books, and curriculum in the Madaris and schools of living culture and traditions shall be developed.

- e. Sensitivity of regular schools to particular Moro and indigenous practices, such as fasting in the month of Ramadan, choice of clothing - including the wearing of hijab, and availability of halal food shall be pursued.

SECTION 32. PROTECTION OF SENIOR CITIZENS. The City shall protect women senior citizens from neglect, abandonment, domestic violence, abuse, exploitation, and discrimination. Likewise, the City shall ensure special protective mechanisms and support services against violence, sexual abuse, exploitation, and discrimination of older women.

SECTION 33. DISCRIMINATION AGAINST WOMEN IS PROHIBITED. Public and private entities and individuals found to have committed discrimination against women shall be subject to the sanctions pursuant to RA 9710, specifically, Section 41.

SECTION 34. Women are entitled to the recognition and protection of their rights defined and guaranteed under Republic Act No. 9710.

CHAPTER VI INSTITUTIONAL MECHANISMS

SECTION 35. GENDER MAINSTREAMING AS A STRATEGY FOR IMPLEMENTING THE MAGNA CARTA OF THE WOMEN OF SAN JUAN. The City shall adopt gender mainstreaming as a strategy to promote women's human rights and eliminate gender discrimination in their systems, structures, policies, programs, processes, and procedures which shall include, but not limited to, the following:

- a. **Planning, budgeting, monitoring and evaluation for GAD.** GAD programs addressing gender issues and concerns shall be designed and implemented based on the mandate of government agencies and local government units, Republic Act No. 7192, gender equality agenda of the government and other GAD-related legislation, policies, and commitments. The cost of implementing GAD programs shall be the agency's or the local government unit's GAD budget which shall be at least five percent (5%) of the agency's or the local government unit's total budget appropriations. The City GAD Code shall also serve as basis for identifying programs, activities, and projects on GAD.

Where needed, temporary gender equity measures shall be provided for in the plans of all departments, including their attached units and offices. To move towards a more sustainable, gender-responsive, and performance-based planning and budgeting, gender issues and concerns shall be integrated in, among others, the following plans:

1. Annual plans of all departments, including their attached units and offices, and schools under the supervision of the City;
 2. Local plans and agenda such as Executive-Legislative Agenda (ELA), Comprehensive Development Plan (CDP), Comprehensive Land Use Plan (CLUP), and Annual Investment Plan (AIP).
- b. **Creation and/or Strengthening of the GAD Focal Points (GFP).** The City shall establish or strengthen their GAD Focal Point System or similar GAD mechanism to catalyze and accelerate gender mainstreaming within the agency or local government unit.

The GAD Focal Point System shall be composed of the local chief executive, an executive committee with a secretariat, Sangguniang Panlungsod Member, offices relating to in a strategic decision-making policies; and a technical working group which is composed of representatives from various departments, units or offices within the local government unit.

The tasks and functions of the members of the GFP shall form part of their regular key result areas and shall be given due consideration in their performance evaluation.

- c. **Generation and Maintenance of GAD Database.** All departments, units, offices, and schools under the Local Government of San Juan shall develop and maintain a GAD database containing gender statistics and sex-disaggregated data that have been systematically gathered, regularly updated, and subjected to gender analysis for planning, programming, and policy formulation.
- d. **Adopting programs enacted by the Philippine Commission on Women (PCW).** The PCW is the National Government agency responsible with the overall monitoring and oversight of ensuring the implementation RA 9710. The PCW has the authority to influence the systems, processes, and procedures to ensure the implementation of RA 9710.

SECTION 36. MONITORING PROGRESS AND IMPLEMENTATION AND IMPACT.

The Gender And Development (GAD) Office, together with the Population Development Office (POPDEV) and the City Social Welfare Office (CSWDO) shall submit to the Office of the Mayor and the Sangguniang Panlungsod regular reports on the progress of the implementation.

SECTION 37. PENALTIES. As defined in RA 9710, the following penalties shall be imposed and implemented for violators of this Ordinance:

- a. According to RA 9710, if an elected, or appointed official, regular, contractual, or job-order employee is found to have violated any provision, the sanctions under, administrative law, civil service, or other appropriate laws shall be recommended to the Sangguniang Panlungsod, the City Grievance Committee, the Civil Service Commission, and/or to the Department of Interior and Local Government.
- b. If the violation is committed by a private entity or individual, the person directly responsible for the violation shall be liable to pay damages.
- c. Filing a complaint under this Ordinance shall not preclude the offended party from pursuing other remedies available under the law and to invoke any of the provisions of existing Ordinances especially those recently enacted aimed towards protecting women and children.

SECTION 38. FUNDING. The initial funding for the implementation of the programs and projects to ensure the effectivity of this ordinance shall be charged against current appropriations of the departments, units, and offices concerned to ensure the advancement of the agenda of women in the City. The GAD Fund Allocation shall also be utilized for this purpose.

SECTION 39. IMPLEMENTING RULES AND REGULATIONS. The GAD office, in coordination with POPDEV and CSWDO shall formulate the implementing rules and regulations (IRR) of this Ordinance within three (3) months from approval.

SECTION 40. SEPARABILITY CLAUSE. If for any reason, any section or provision of this Ordinance is declared unconstitutional or invalid by a competent court, the remaining sections or provisions of this Ordinance not affected thereby shall continue to be in full force and effect.

SECTION 41. REPEALING CLAUSE. All City Ordinances and other issuances, orders, rules, and regulations earlier issued and which are not consistent with the provisions of this Ordinance are hereby repealed, amended, and/or modified accordingly.

SECTION 42. The authority and approval hereof is subject to certain restrictions and compliance to all existing laws, circulars, and regulations.

SECTION 43. EFFECTIVITY. This Ordinance shall take effect upon approval.



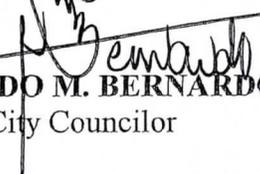
ARIEL M. ATAD
City Councilor



HERBERT O. CHUA
City Councilor



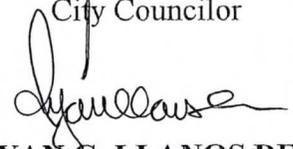
PAUL ANTHONY D. ARTADI
City Councilor



ROLANDO M. BERNARDO
City Councilor



BEA D. DE GUZMAN CABATBAT
City Councilor



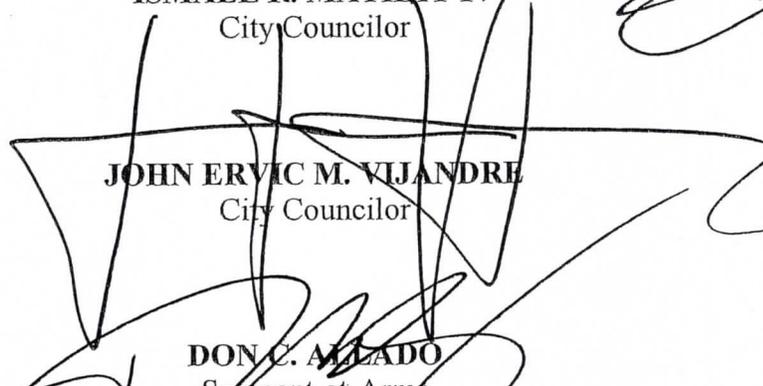
RYANG G. LLANOS DEE
City Councilor



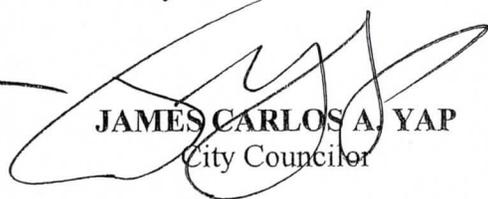
ISMAEL R. MATHAY IV
City Councilor



LORENZO A. TAÑADA-YAM
City Councilor



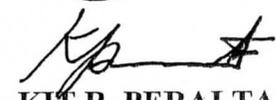
JOHN ERVIC M. VIJANDRE
City Councilor



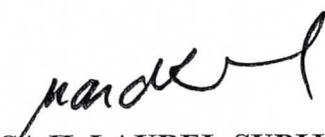
JAMES CARLOS A. YAP
City Councilor



DON C. ALADO
Sergeant-at-Arms
City Councilor



KIT R. PERALTA
Assistant Majority Floor Leader
City Councilor



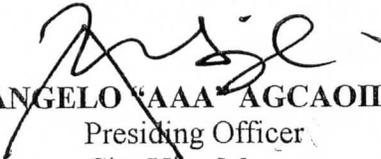
RAISSA H. LAUREL-SUBIJANO
Majority Floor Leader
City Councilor

I HEREBY CERTIFY THAT THIS ORDINANCE
HAS BEEN DULY APPROVED BY THE
SANGGUNIANG PANLUNGSOD ON **JUNE 26, 2023.**



RIA P. ESTRELLA-PADILLA
City Government Department Head II
Secretary, Sangguniang Panlungsod

ATTESTED:


ANGELO AGCAOILI
Presiding Officer
City Vice-Mayor

APPROVED:


FRANCISCO JAVIER M. ZAMORA
City Mayor

Handwritten mark