



Republic of the Philippines  
**QUEZON CITY COUNCIL**

Quezon City  
22<sup>nd</sup> City Council

PO22CC-310

92<sup>nd</sup> Regular Session

ORDINANCE NO. SP- **3446**, S-2024

AN ORDINANCE REVISING QUEZON CITY ORDINANCE NO. SP-1401, S-2004, OTHERWISE KNOWN AS THE "GENDER AND DEVELOPMENT CODE OF QUEZON CITY," AS AMENDED BY QUEZON CITY ORDINANCE NO. SP-2501, S-2016

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Introduced by Councilors MARIA ELEANOR "Doc Ellie" R. JUAN, O.D. and JOSEPH P. JUICO

Co-Introduced by Councilors Bernard R. Herrera, Tany Joe "TJ" L. Calalay, Dorothy A. Delarmente, M.D., Nikki V. Crisologo, Charm M. Ferrer, Fernando Miguel "Mikey" F. Belmonte, Candy A. Medina, Aly Medalla, Dave C. Valmocina, Godofredo T. Liban II, Kate Galang-Coseteng, Geleen "Dok G" G. Lumbad, Albert Alvin "Chuckie" L. Antonio III, Don S. De Leon, Atty. Anton L. Reyes, Edgar "Egay" G. Yap, Imee A. Rillo, Raquel S. Malañgen, Irene R. Belmonte, Nanette Castelo-Daza, Marra C. Suntay, Joseph Joe Visaya, Alfred Vargas, MPA, Ram V. Medalla, Shaira "Shay" L. Liban, Aiko S. Melendez, Mutya Castelo, Kristine Alexia R. Matias, Eric Z. Medina, Emmanuel Banjo A. Pilar, Victor "Vic" Bernardo, Jose Maria M. Rodriguez and Jhon Angelli "Sami" C. Neri

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WHEREAS, Section 11, Article II of the 1987 Philippine Constitution states that the State values the dignity of every human person, and guarantees full respect for human rights;

WHEREAS, Section 1(1), Article XIII of the said Constitution states that the enactment of measures that protect and enhance the right of the people to human dignity, reduce social, economic, and political inequalities, and remove cultural inequities shall be given highest priority;

WHEREAS, Section 1, Article III of the same Constitution guarantees that no person shall be deprived of life, liberty, and property without due process of law, nor shall any person be denied the equal protection of the law;

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WHEREAS, the Philippines, being a State-Party to the United Nations (UN) Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), also known as the International Bill of Rights of Women, which it signed on July 15, 1980 and ratified on August 15, 1981, shall pursue and implement programs, projects, and activities that will contribute to the achievement of women's empowerment and gender equality;

WHEREAS, on February 3, 2004, the Quezon City Council approved Ordinance No. SP-1401, S-2004, entitled "An Ordinance Providing for a City Gender and Development Code and For Other Purposes";

WHEREAS, on July 18, 2013, the Philippine Commission on Women (PCW), the Department of the Interior and Local Government (DILG), the Department of Budget and Management (DBM), and the National Economic Development Authority (NEDA) have issued Joint Memorandum Circular 2013-01, as amended by the JMC- 2016-01, to prescribe guidelines in mainstreaming and aligning Gender and Development in the planning, programming, budgeting, legislation and monitoring and evaluation of local government units;

WHEREAS, the localization of the Magna Carta of Women prescribes the creation and strengthening of an LGU Gender and Development Focal Point System (GFPS), an institutional mechanism for GAD implementation;

WHEREAS, the Magna Carta of Women also recognizes women's right to protection from all forms of violence. Agencies of government shall give priority to the defense and protection of women against gender-based offenses and help women attain justice and healing. It also ensures mandatory training on human rights and gender sensitivity to all government personnel involved in the protection and defense of women against gender-based violence;

WHEREAS, Section 2 of Republic Act No. 7877, also known as the Anti-Sexual Harassment Act of 1995, states that the "State shall value the dignity of every individual, enhance the development of its human resources, guarantee full respect for human rights, and uphold the dignity of workers, employees, applicants for employment, student or those undergoing training, instruction or education. Toward this end, all forms of sexual harassment in the employment, education, or training environment are hereby declared unlawful";

WHEREAS, the United Nations Entity for Gender Equality and the Empowerment of Women, also known as UN Women, has selected Quezon City as one of the pilot cities all over the world for its Safe Cities and Safe Public Spaces Initiative;

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WHEREAS, the UN Women's Safe Cities Free of Violence Against Women and Girls Global Initiative seeks to increase safety and improve the quality of life of women, youth and children by developing and testing a local safe city approach in Quezon City through strategies such as capacity building of local authorities, conducting public awareness activities to mobilize the community, and facilitating policy linkages and coordination across local and national levels;

WHEREAS, in Quezon City, Sexual Harassment (SH) and Sexual Violence (SV) in public spaces are daily occurrences for women rooted in longstanding gender biases against women and exacerbated by a culture of silence on these various forms of harassment and violence that women experience in public places;

WHEREAS, in order to harmonize the Quezon City GAD Code with the provisions of Republic Act No. 9710, otherwise known as The Magna Carta of Women and to adopt the UN Women's Safe Cities and Safe Public Spaces initiative, the 19<sup>th</sup> Quezon City Council enacted Ordinance No. SP-2501, S-2016, amending the Quezon City GAD Code Ordinance;

WHEREAS, there have been enacted gender-related national and local laws which are deemed necessary to be incorporated and adopted in the Quezon City GAD Code rendering the same more inclusive and participatory among and across all genders, to wit:

- a. Section 5, Article III, of the 1987 Philippine Constitution states that "No person shall be deprived of the free exercise of their religion," affirming the fundamental right of every individual, including girls and women, to freely practice their religion without discrimination;
- b. Republic Act No. 11313, otherwise known as the Safe Spaces Act, was enacted punishing any act of gender-based street and public space sexual harassment;
- c. Republic Act No. 11210, otherwise known as the 105-Day Expanded Maternity Leave Law, was enacted to increase the maternity leave period to 105 days for female workers, with an option to extend for an additional 30 days without pay and granting an additional 15 days for solo mothers;
- d. Republic Act No. 11861, otherwise known as the Expanded Solo Parents Welfare Act, passed into law last June 4, 2022, amending Republic Act No. 8972 and providing for expanded benefits for qualified solo parents;

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- e. Republic Act No. 10361, otherwise known as the Domestic Workers Act or Batas Kasambahay, was enacted to provide for the rights and privileges, as well as the standard employment terms and conditions of all domestic workers employed and working within the Philippines;
- f. Republic Act No. 11148, otherwise known as the Kalusugan at Nutrisyon ng Mag-Nanay Act, was enacted to scale up the national and local health and nutrition programs for maternal, neonatal, and child's health in the first 1000 days of life;
- g. UN Human Rights Council passed a Resolution dated September 26, 2014 against LGBT violence and discrimination expressing grave concern over acts of violence and discrimination committed against individuals based on their sexual orientation and gender identity and upholding the rights of the LGBTs. The Philippines was among the 25 countries which voted in favor of the said UN resolution;
- h. Quezon City Ordinance No. SP-2701, S-2018, amending the creation of Quezon City Protection Center for victims or survivors of gender-based violence and abuse under Quezon City Ordinance No. SP-2191, S-2012;
- i. Quezon City Ordinance No. SP-2999, S-2020, otherwise known as the Quezon City Anti-Trafficking in Persons Ordinance of 2020, established the institutional mechanisms for the protection and support of trafficked persons, pursuant to the provisions of Republic Act No. 9208, as amended by Republic Act No. 10364, otherwise known as the Expanded Anti-Trafficking in Persons Act of 2012;
- j. Quezon City Ordinance No. SP-3002, S-2021, otherwise known as the Quezon City Jail Female Dormitory Comprehensive Program, institutionalized a comprehensive program for PDLs at the Quezon City Jail Female Dormitory;
- k. Quezon City Ordinance No. SP-3128, S-2021, otherwise known as the Quezon City Ordinance on the Prevention of Adolescent Pregnancy, established a local policy that addresses adolescents' sexual and reproductive health needs;

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- l. Quezon City Ordinance No. SP-3158, S-2022, otherwise known as the Quezon City Mental Health Code of 2022, institutionalized the Quezon City mental health programs and services and for other purposes; and
- m. Quezon City Resolution No. SP-9055, S-2022, urged all barangays in Quezon City to establish their respective Solo Parent's Desk and/or designate their respective Solo Parent Focal Person.

WHEREAS, the Quezon City Government has initiated various programs on gender and development which are likewise imperative to be institutionalized and incorporated in the Quezon City GAD Code for a more effective implementation of its provisions;

WHEREAS, there is now a need to revise the Quezon City GAD Code in order to adopt the relevant provisions of the aforementioned national and local laws as well as to update its provisions and harmonize its implementation with the said existing laws and Quezon City Gender and Development programs.

NOW, THEREFORE,

BE IT ORDAINED BY THE CITY COUNCIL OF QUEZON CITY IN REGULAR SESSION ASSEMBLED:

**BOOK I – GENERAL PROVISIONS**

**CHAPTER I – BASIC PRINCIPLES**

**ARTICLE I**

**Title, Principles and Policies, and Strategies**

SECTION 1. TITLE. – This Ordinance shall be known as the “2024 Revised Gender and Development Code of Quezon City.”

SECTION 2. DECLARATION OF POLICY AND PRINCIPLES OF THE QUEZON CITY GOVERNMENT. – It shall be the policy of the Quezon City Government to ensure all gender benefits equally and participate directly in the development programs and projects of its various departments and ensure their full participation and involvement in the development process.

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*Pursuant to Republic Act No. 7192 and Republic Act No. 9262, it shall also uphold the rights of women or girls and the belief in their worth and dignity as human beings in accordance with the fundamental freedoms guaranteed under the Constitution and the Provisions of the Universal Declaration of Human Rights, Convention on the Elimination of All Forms of Discrimination Against Women and other international human rights instruments, of which the Philippines is a party. 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 Quezon City Government shall actively contribute to the establishment of a national and international economic order based on sustained, equitable growth and balanced ecology. Any development effort it undertakes should realize the rights of women, enhance women's full potentials, uplift their status and lead to the improvement of the quality of lives, their families and communities.*

*The Quezon City Government is strongly advocating against all forms of gender-based discrimination and shall initiate measures and policies geared toward the prevention and elimination of all forms of discrimination against all genders and such other acts that offend the equal protection clause of the Bill of Rights as enshrined in the Constitution and other existing laws.*

*Toward this end, the Quezon City Government shall pursue and implement vigorously gender-responsive development policies, design and integrate specific gender support systems, take into consideration all gender's right to economic survival, political participation, self-determination and personal empowerment, adopt and implement measures to protect and promote their rights, and ensure the widest participation of all gender from the local government, nongovernmental organizations (NGOs) and people's organizations (POs), and the private or business sector in all phases of the development program cycle.*

**TO ATTAIN THE FOREGOING POLICY:**

- a. *The Quezon City Government and its instrumentalities shall ensure all genders benefit equally and participate directly in the development programs and projects of said departments and agencies, specifically those funded under official foreign development assistance. It shall likewise ensure the full participation and involvement of women in the development process, pursuant to Republic Act No. 7192, otherwise known as the Women in Development and Nation Building Act.*

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- b. *All Quezon City Government project proposals shall ascertain the inclusion of gender-responsive indicators and guidelines while not being remiss in locating the root of women's oppression, pursuant to the United Nations Declarations and Conventions of Women of which the Philippine Government is a signatory.*
- c. *The Quezon City Government and its instrumentalities, upon effectivity of this Code, shall review and revise all their regulations, circulars, issuances, and procedures to remove gender bias therein, if any.*
- d. *The Quezon City Government and its instrumentalities shall reaffirm the right of all genders in all sectors to participate in policy formulation, planning, organization, implementation, management, monitoring and evaluation of all programs, projects and services. It shall support policies, research, technology and training programs and other support services such as financing, production and marketing to encourage active participation of women in local and national development.*

**ARTICLE II**  
**Definition of Terms**

**SECTION 3. DEFINITION.** – *For the purposes of this Code, the following terms shall mean:*

- a. *Commodification of Women – refers to a practice which puts women in subordinate situations which result in the treatment of women as both consumers and objects. As consumers, women are enticed 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;*
- b. *Development – refers to 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, sustainable, equitable and gender-responsive;*

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- c. *Discrimination – refers to any distinction, exclusion, restriction, or preference made on the basis of Sexual Orientation and Gender Identity and Expression (SOGIE) which has an effect or purpose of impairing or nullifying the recognition, enjoyment, or exercise by a person, group of persons, or institutions of their human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other field, especially including but not limited to, employment, livelihood, education and basic services;*
- d. *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, human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other field;*
- e. *Gender – refers to socially constructed difference between men and women for all sexual orientation and gender identities, created artificially, partly through socialization and partly through positive and negative discrimination in the various institutions and structures of society;*
- f. *Gender and Development (GAD) – refers to the development perspective and process that is participatory and empowering, equitable, sustainable, free from violence, respectful of human rights, and 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, to transform society’s social, economic, and political structures and questions the validity of the gender roles they ascribed to women and men, to contend that women are active agents of development and not just passive recipients of development assistance, and to stress the need of women to organize themselves and participate in political processes to strengthen their legal rights;*
- g. *Gender-based online sexual harassment – refers to an online conduct targeted at a particular person who causes or likely to cause another mental, emotional or psychological distress, and fear of personal safety, sexual harassment acts including unwanted sexual remarks and comments, threats, uploading or sharing of one’s photos without consent, video and audio recordings, cyberstalking and online identity theft;*

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- h. *Gender Equality – refers to 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;*
- i. *Gender Equity – refers to the policies, instruments, programs, services, and actions that address the disadvantaged position of women and members of the LGBTQIA+ in society by providing preferential treatment and affirmative action. Such temporary special measures aimed at accelerating de facto equality among all genders shall not be considered discriminatory but shall in no way entail as a consequence of the maintenance of unequal or separate standards. These measures shall be discontinued when the objectives of equality of opportunity and treatment have been achieved;*
- j. *Gender Mainstreaming – refers to the strategy for making all genders’ concerns and experiences an integral dimension of the design, implementation, monitoring, and evaluation of policies and programs in all social, political, civil, and economic spheres so that all genders benefit equally, and to ensure that inequality is not perpetuated. It is the process of assessing the implications for all concerned genders of any planned action, including legislation, policies, or programs in all areas and at all levels;*
- k. *Gender-Based Violence – refers to any act of violence directed against a person on the basis of his or her biological sex or gender identity. It can take in various forms, including physical, verbal, emotional, sexual, psychological, and economic;*
- l. *Gender-Based Sexual Harassment in Public Space – refers to unwanted, unwelcome, uninvited comments, gestures and actions forced on any person in public places without their consent and is directed at them because of their sex, gender, gender expression, or sexual orientation that affects victims not just physically but moreover, psychologically, causing anxiety, fear, depression, Post-Traumatic Stress Disorder (PTSD), or other effects damaging the health and well-being of a person;*
- m. *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;*

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- n. *Marginalized – refer 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 and girls in the following sectors and groups:*

- n.1. *Urban Poor – refer to those residing in urban 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;*
- n.2. *Workers in the Formal Economy – refer 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 (GOCCs) and institutions, as well as non-profit private institutions or organizations;*
- n.3. *Workers in the Informal Economy – refer to self-employed, occasionally or personally hired, subcontracted, paid and unpaid family workers in household incorporated and unincorporated enterprises, including home or domestic workers, micro-entrepreneurs and producers, and operators of sari-sari stores and all other categories who suffer from violation of workers’ rights;*
- n.4. *Moro – refer to people who are of the Islamic faith;*
- n.5. *Children – refer 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;*
- n.6. *Senior Citizens – refer to those 60 years of age and above;*

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- n.7. *Persons with Disabilities (PWDs)* – refer 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 as defined in Republic Act No. 7277, as amended by Republic Act No. 9442, otherwise known as the *Magna Carta for Disabled Persons*; and
- n.8. *Solo-Parents* – refer to 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*, as amended by Republic Act No. 11861, otherwise known as the *Expanded Solo Parents' Welfare Act*;
- o. *Public Spaces* – refer to streets and alleys, public parks, schools, buildings, malls, bars, restaurants, transportation terminals, public markets, spaces used as evacuation centers, government offices, Public Utility Vehicles (PUVs) as well as private vehicles covered by app-based Transport Network Vehicle Services and other recreational spaces such as, but not limited to, cinema halls, theaters and spas;
- p. *Sex* – refers to a human and biological characteristics of a person acquired by birth, having an organ and system of reproduction;
- q. *Social Protection* – refers to policies and programs that seek to reduce poverty and risk vulnerability and to 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;
- r. *Substantive Equality* – refers to the full and equal enjoyment of rights and freedoms contemplated under Republic Act No. 9710, otherwise known as the *Magna Carta of Women*. It encompasses *de jure* and *de facto* equality and also equality in outcomes;

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- s. *Women Empowerment – refers to the provision, availability, and accessibility of opportunities, services, and observance of human rights through life-cycle and rights-based approach 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; and*
- t. *Women in the Military – refer to women who are performing combat and/or non-combat functions, employed in the military, police and other similar services, both in the major and technical services.*

**CHAPTER II – DEVELOPMENT CONCERNS OF WOMEN AND GIRLS**

**ARTICLE I  
Violence Against Women**

*SECTION 1. VIOLENCE AGAINST WOMEN DEFINED. – It shall refer 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.*

*SECTION 2. ACTS OF VIOLENCE AGAINST WOMEN – It shall refer or be understood to encompass, but not limited to, the following:*

- a. *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;*
- 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 prostitution; and*
- c. *Physical, sexual, and psychological violence perpetrated or condoned by the State, wherever it occurs.*

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*It also includes acts of violence against women as defined and used in Republic Act Nos. 9208, otherwise known as the Anti-Trafficking in Persons Act of 2003 and 9262, otherwise known as the Anti-Violence against Women and their Children Act of 2004.*

*SECTION 3. BATTERING DEFINED. – It shall refer to any single or sporadic acts of violence which shall include the repeated and habitual cyclic pattern as means of intimidation and imposition of the batterer’s will and control over the survivor’s life.*

*SECTION 4. BATTERED WOMEN SYNDROME. – It shall refer to a scientifically-defined pattern of psychological and behavioral symptoms found in women living in battering relationships as a result of cumulative abuse.*

*For purpose of this Ordinance, a “Battered Woman” shall refer to a woman who is repeatedly subjected to any forceful physical or psychological behavior by a man in order to coerce her to do something he wants her to do without concern for her rights. Battered women include wives or women in any form of intimate relationship with another person.*

*SECTION 5. TRAFFICKING IN WOMEN DEFINED. – It shall refer to the recruitment, transportation, transfer, or harboring, or receipt of women with or without her consent or knowledge, within or across national borders by means of threat or use of force or other forms of coercion, abduction, fraud, deception, abuse of power or of position, taking advantage of the vulnerability of the women or the giving or receiving of payments or benefits to achieve the consent of a person having control over another person for the purpose of exploitation, which includes at a minimum, the exploitation or the prostitution of others or other forms of sexual exploitation, forced labor or services, slavery, servitude or the removal or sale of organs. Trafficking in women shall also include those acts of trafficking in persons and acts that promote trafficking in persons as enumerated under Republic Act No. 9208, as amended by Republic Act No. 10364 otherwise known as the Expanded Anti-Trafficking in Persons Act of 2012.*

*SECTION 6. PORNOGRAPHY DEFINED. – It shall refer to any act or representation, through publication, exhibition, cinematography, indecent shows, information technology, or by whatever means of a person engaged in real or simulated explicit sexual activities or any representation of the sexual parts of a person primarily for sexual purposes.*

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For purposes of this Ordinance, explicit sexual activities shall refer to actual or simulated:

- a. Sexual intercourse or lascivious act including, but not limited to, contact involving genital to genital, oral to genital, anal to genital or oral to anal, whether between persons of the same or opposite sex;
- b. Bestiality;
- c. Masturbation;
- d. Sadistic or masochistic abuse;
- e. Exhibition of genitals, buttocks, breast, pubic area and/or anus; and
- f. Use of any object or instrument for lascivious acts.

SECTION 7. MAIL-ORDER BRIDE DEFINED. – It shall refer to a practice where a woman establishes personal relations with male-foreign nationals via mail, electronic or similar means upon recruitment by an individual or agency for the purpose of exploiting women under the guise of marriage.

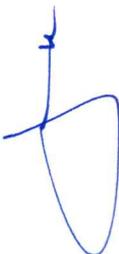
SECTION 8. SEXUAL HARASSMENT DEFINED. – It shall refer to a form of misconduct involving an act or a series of unwelcome sexual advances, requests for sexual favors or other verbal or physical behavior of a sexual nature, made directly or indirectly. Acts of sexual harassment shall encompass those acts enumerated in Republic Act No. 7877 and Chapter IV, Article I of this Ordinance, as adopted from the provisions of Republic Act No. 11313 or the Safe Spaces Act.

SECTION 9. PEDOPHILIA DEFINED. – It shall refer to a form of sexual perversion where children are preferred victims for intercourse. It shall include the following acts but shall not be limited to the following:

- a. When the offender shall have sexual intercourse with a child;
- b. When the offender shall have anal intercourse with a child;
- c. When the offender does other sexual acts such as fondling, kissing the private parts of a child or taking photographs or video of the same for pornography;
- \ d. When the offender shall have in possession of pornographic photographs/videos of the same.

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**ARTICLE II**  
**Support Mechanisms for Victims-Survivors of VAW and  
Gender-Based Violence & VAW Preventive Measures and Programs**

SECTION 10. COMPREHENSIVE SUPPORT TO WOMEN-SURVIVORS OF VIOLENCE. – *The Quezon City Government shall provide comprehensive support to women-survivors 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 or 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 or 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. *Assist victim-survivors in holistically rebuilding and empowering themselves through a community-based psychological program that will be developed by the Quezon City Government or barangays;*
- g. *All investigations or hearing involving rape cases and other forms of violence against women conducted in the police stations, prosecution'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 Development Department;*
- i. *Free legal services to women and victim-survivors;*

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- j. Police reports for sexual harassment of women in all public spaces should be immediately recorded into the Quezon City Police Department database of sexual assault cases; and
- k. Capacity for city and barangay officials should also be increased to provide grievance mechanisms present in the Violence Against Women and Children (VAWC) desks established to respond to sexual harassment in public spaces.

**SECTION 11. PSYCHOSOCIAL PROGRAM.** – It refers to an intervention using integration and holistic approach to conditions of women considering their differentiated needs within a social context.

**SECTION 12. SURVIVOR’S SUPPORT GROUP DEFINED.** – It refers to an organized group of women to whom a woman-survivor of violence voluntarily agrees to go through a collective helping process.

**SECTION 13. SUPPORT SERVICES FOR WOMEN IN THE ENTERTAINMENT INDUSTRY, DEFINED.** – They refer to women in the entertainment industry employed in establishments identified as places of amusement defined in the Local Tax Code of Quezon City under Ordinance No. SP-91, Series of 1993 and shall include, but not limited to, night clubs or day clubs, cocktail lounges, super or family clubs, karaoke and videoke bars, beer houses or gardens, fast food centers, resorts which show TV or cable programs, films, movies, sports shows either by direct hook-up or via satellite and other places of amusement where one seeks admission to entertain himself/herself. The Quezon City Government shall provide socioeconomic support services for women in the entertainment industry in order to respond to their practical needs.

**SECTION 14. REGULAR MEDICAL ROUTINE CHECK-UP.** – Women in the entertainment industry shall be required to undergo medical routine check-up and be prescribed medicines if needed.

**SECTION 15. COMPREHENSIVE SUPPORT PROGRAM UNDER THE QUEZON CITY PROTECTION CENTER (QCPC).** – Pursuant to the provisions of Quezon City Ordinance No. SP- 2191, S-2012, as amended by Quezon City Ordinance No. SP-2701, S-2018, a Quezon City Protection Center (QCPC) is created to cater to all victims and/or victim-survivors of gender-based violence including women, children, and members of the LGBTQIA+. It shall provide the following programs, as may be appropriate:

- a. complete intervention and protection services to abused victims and their families including medical and police assistance, medico-legal, legal, psychological services;

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- b. *ensure the safety and security of the victim-survivors;*
- c. *provide temporary shelter and care for victim-survivors, through the Bahay Kanlungan;*
- d. *provide referral for offenders and case management for rehabilitation of perpetrators of violence, abuse and exploitation; and*
- e. *serve as a resource center on information on gender-based violence and abuse in Quezon City.*

*In addition, the QCPC shall closely coordinate with the Quezon City Health Department to provide integrated health services to the victims-survivors of gender-based violence, including forensic medical examinations, trauma counseling, and referrals for long-term medical care.*

**SECTION 16. QUEZON CITY VAWC CENTRALIZED DATABANK SYSTEM.** – *The Quezon City Government shall establish and maintain a unified database which will provide real-time recording and tracking of cases of VAWC in the City. Said databank system shall be available for use by Barangay VAWC desk officers, VAWC desk officers in police stations, Gender and Development Office, and Social Services Development Department to track and hasten the processing of gender-based violence cases in the City.*

**SECTION 17. SUPPORT SERVICES FOR WOMEN VICTIMS OF PROSTITUTION AND/OR TRAFFICKING IN PERSONS (TIP).** – *The Quezon City Government shall develop a comprehensive program that ensures protection as well as adequate recovery and reintegration services for trafficked women.*

**SECTION 18. ANTI-TRAFFICKING IN PERSONS DATABASE.** – *The Quezon City Government, through the Quezon City Council on Anti-Trafficking (QCCAT), shall monitor and document cases of trafficking in persons within its territorial jurisdiction.*

**SECTION 19. MENTAL HEALTH REFERRAL SERVICES AND OTHER SUPPORT SERVICES FOR VICTIMS OF VIOLENCE AGAINST WOMEN AND CHILDREN.** – *Pursuant to the provisions of Quezon City Ordinance No. SP-3158, S-2022, the Quezon City Government, through the Quezon City GAD Office and the QCPC, shall develop guidelines to ensure that mental health services, including treatment, care, and support, is available to women and children who are victims of violence against women and children and other forms of gender-based violence.*

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*SECTION 20. EXPANSION OF SERVICES OF QC HELPLINE 122. – The Quezon City Government shall expand the emergency services of QC Helpline 122 to respond to VAWC reports and mental health concerns.*

**ARTICLE III**  
**Public Sphere Participation of Women**

*SECTION 21. WOMEN’S PARTICIPATION AND REPRESENTATION IN THE BARANGAY AND CITY DEVELOPMENT COUNCIL. – Both the Quezon City and Barangay Council shall encourage that at least one-third (1/3) of the membership in their respective Development Council is composed of women in recognition of their considerable leadership and involvement in various development efforts and initiatives. These women shall come from accredited organizations with considerable accomplishments and programs geared towards people-centered genuine development. Both the City and Barangay Development Councils shall undergo capacity building for gender-responsive development planning to ensure that all plans, programs and projects are gender responsive.*

*SECTION 22. PROMOTING GENDER BALANCE AT ALL LEVELS OF QC LOCAL GOVERNMENT POSITIONS. – The Quezon City Government shall promote gender balance or equal proportion of qualified women and men for the opportunity to assure key positions at all levels of local government. This should form part of the City Government’s efforts to eliminate barriers to women’s participation in the public sphere. This shall include their equal representation in the structure of the City Development Council (CDC) and the Barangay Development Council (BDC).*

*SECTION 23. BARANGAY GENDER AND DEVELOPMENT COMMITTEE. – All barangays shall establish their respective Barangay Gender and Development Committee which shall ensure that gender issues and concerns are incorporated and addressed at the barangay level and reflected in their barangay development plans. All accredited women’s organizations with mass membership at the community level shall be represented in the committee as a cluster. Details of the Committee operations shall be provided in the Implementing Rules and Regulations (IRR) of this Code. This Committee shall appropriate at least five percent (5%) of the GAD Budget as institutionalized and mandated by law.*

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**SECTION 24. MARKING SIGNIFICANT DAYS FOR WOMEN'S ACTION.**  
– March 8, as International Women's Day, shall be declared as a special day for all women in Quezon City through an Executive Order. There shall be coordinated City and barangay level activities for women to be highlighted with the State of the Women Address by the City Mayor reporting all accomplishments and initiatives to promote the status of women in Quezon City. A committee for this activity should be convened and spearheaded by the Quezon City GAD Council.

Public and private schools shall likewise be encouraged to participate in International Women's Day activities, fostering awareness and education about women's contributions to society. A committee, led by the Quezon City GAD Office and SDO, shall coordinate efforts to ensure inclusive participation across all educational institutions.

A half-day leave with pay may be availed of by any woman employee on March 8. In recognition of women's contributions to society, commercial establishments shall be encouraged to give a 20% discount for women on March 8. Implementing guidelines of this provision shall be provided in this Code's IRR.

**SECTION 25. DAY OF ACTION FOR BREAST CANCER AWARENESS.** – The Quezon City Government shall set a day in the 3<sup>rd</sup> week of March to organize information campaign activities on breast cancer, one of the top causes of maternal mortality. A coordinated City and barangay level activities shall be set and spearheaded by the City Health Department, which shall organize City-wide screening programs for breast and cervical cancer, ensuring free access to free diagnostic services for indigent women and girls.

**SECTION 26. BREASTFEEDING AWARENESS MONTH.** – The Quezon City Government shall declare the month of August in each and every year throughout Quezon City as "Breastfeeding Awareness Month." The City Health Department, in coordination with the Quezon City Human Milk Bank and City-owned hospitals, shall conduct activities which will aim to protect, promote and support breastfeeding in the City as the normal, natural, and preferred method of feeding infants and young children, as well as provide information about the benefits to mothers and their children.

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*SECTION 27. GIRL CHILD WEEK. – The City Government shall set the first week of October of every year to organize activities to celebrate the Girl Child Week, with special recognition of cases of working children. The Schools Division Office shall direct public schools to organize activities for the celebration of Girl Child Week and likewise encourage private schools to actively participate. The Social Services Development Department shall coordinate with the Schools Division Office to ensure the successful implementation of programs promoting the rights and welfare of girls.*

*SECTION 28. INTERNATIONAL DAY OF ACTION FOR WOMEN’S HEALTH. – The Quezon City Government shall set May 28 of every year to mark the International Day of Action for Women’s Health, Wellness and Well-being when issues and concerns relative to the protection and promotion of women’s health shall be examined, deliberated, projected and government action sought. A coordinated City and barangay-level activities shall be set and spearheaded by the GAD Council and the City Health Department to promote women’s health and well-being.*

*In partnership with the barangays, the Quezon City Health Department shall provide health caravans offering free medical check-ups, nutritional assessments, and reproductive health counseling.*

*SECTION 29. INTERNATIONAL WEEK OF ACTION AGAINST GENDER-BASED VIOLENCE. – The Quezon City Government shall organize various events and activities to educate residents about Violence Against Women and Children every November 25 – December 10, the period marked as the International Week of Action Against Gender-based Violence, it shall culminate on International Human Rights Day. The activities shall be spearheaded jointly by the Social Services Development Department (SSDD), the City Health Department, Barangay and Community Relations Department (BCRD), and the City GAD Council Office.*

*SECTION 30. QUEZON CITY GENDER AND DEVELOPMENT SUMMIT. – The Quezon City Government shall set a day every week of October to hold a Gender and Development Summit as part of the City Foundation Day Celebration. A committee shall be convened to manage and coordinate the activities and affairs of the summit focusing on (a) the current situation of women in Quezon City, 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 City and Barangay councils.*

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**SECTION 31. PEACE BASED ON SOCIAL JUSTICE AND HUMAN RIGHTS.** – The Quezon City 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.

**SECTION 32. SOLO PARENT’S WEEK.** – The Quezon City Government shall designate every 3<sup>rd</sup> week of April as the Quezon City Solo Parent’s Week which aims to honor and give due recognition to the role and significance of every solo parent in Quezon City. The City Government, through the SSDD, in coordination with existing and/or accredited solo parents organizations and the barangays, shall conduct an annual activity and celebration, which includes the provision of various packages of services such as livelihood, psychological, health, and legal counselling and notarial services.

**SECTION 33. QUEZON CITY KABABAIHAN FESTIVAL EVERY MONTH OF MARCH.** – The Quezon City Government shall declare the Kababaihan Festival as one of the Official Tourism, Cultural, and Arts Festivals of Quezon City, to be celebrated annually every March, which shall be spearheaded by the QC GAD Council and GAD Office. The festival shall honor women, showcase the City’s gender and development efforts, and promote sustainable tourism, cultural innovations, and the arts of Quezon City.

In line with the City’s commitment to inclusivity, all barangays in the City are enjoined to participate in the prepared activities during the festival. Also, both public and private educational institutions shall be encouraged to participate in the festival. Student leaders from private schools may be invited to take part in festival activities and discussions on gender development and women empowerment, fostering collaboration among sectors and inspiring future women leaders.

**ARTICLE IV**  
**Women’s Right to Labor and Employment**

**SECTION 34. MATERNITY LEAVE BENEFITS.** – All female workers in the public sector, private sector, and informal economy, regardless of civil status, employment status, and the legitimacy of their child, shall be granted 105 days for maternity leave with full pay and an additional 15 days with full pay in case the female worker qualifies as a solo parent under Republic Act No. 8972, or the Solo Parents Welfare Act of 2000, as mandated by law under Republic Act No. 8283, as amended and expanded by Republic Act No. 11210. In cases of miscarriage or emergency termination of pregnancy, 60-day maternity leave with full pay shall be granted.

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Further, any female worker entitled to maternity leave benefits as provided for herein may, at her option, allocate up to seven (7) days of said benefits to the child's father, whether or not the same is married to the female worker, pursuant to and shall be availed of in accordance with Section 6 of Republic Act No. 11210.

**SECTION 35. SPECIAL LEAVE BENEFITS FOR WOMEN IN THE PRIVATE SECTOR.** – Pursuant to the provisions of the Department of Labor and Employment (DOLE)'s Department Order No. 112-11, S-2011, a female employee in the private sector, regardless of age and civil status, shall be entitled to a special leave of two (2) months with full pay based on her gross monthly compensation, subject to existing laws, rules and regulations, following a surgery caused by gynecological disorders, provided she has complied with the following conditions:

1. She has rendered at least six (6) months of continuous aggregate employment service for the last twelve (12) months prior to surgery;
2. She has filed an application for special leave in accordance with Section 3 hereof; and
3. She has undergone surgery due to gynecological disorders as certified by a competent physician.

**SECTION 36. INCREASED PATERNITY LEAVE BENEFITS AS INCENTIVE FOR FATHERS FOR MEANINGFUL PARTICIPATION IN THE CARE OF THE NEWBORN CHILD.** – Additional paternity leave benefits up to 14 days from seven (7) days as mandated under Republic Act No. 8187, as amended and expanded by Section 6 of Republic Act No. 11210, shall be extended to male employees in public or private offices and commercial or industrial establishments operating in Quezon City.

**SECTION 37. ORIENTATION ON SEXUAL HARASSMENT.** – All government agencies and private offices, as well as commercial or industrial establishments located in the City shall conduct regular orientation on sexual harassment for their respective employees. Certificate of Compliance shall be submitted to the Public Employment Service Office (PESO).

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**SECTION 38. CREATION OF COMMITTEE ON DECORUM AND INVESTIGATION (CODI).** – By virtue of Memorandum Circular No. 12, S-2020, the Quezon City Government created its own Committee on Decorum and Investigation (CODI) and adopted the rules of procedure involving sexual harassment cases in the Quezon City Government, in accordance with the provision of Republic Act No. 7877 and the Civil Service Rules and Regulations on Sexual Harassment.

The Quezon City Government shall campaign to set up or create the same CODI in all private offices and commercial or industrial establishments, including public and private educational institutions.

**SECTION 39. SETTING UP GRIEVANCE MACHINERY.** – A grievance committee shall be set up in all government and private offices, as well as commercial or industrial establishments located in the City, to act on complaints or cases related to various forms of discrimination against women in the workplace such as hiring, job training, promotion and the like.

**SECTION 40. 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 41. FACILITIES AND SUPPORT SYSTEMS FOR WOMEN.** – The Quezon City Government shall ensure occupational safety and health of women employees in both government and private offices and commercial or industrial establishments. In appropriate cases, it shall require employers to:

- a. Provide an ergonomic system of seats or equipment in the performance of their duties without detriment to efficiency; and
- b. Provide a breastfeeding corner for women in the workplace.

**SECTION 42. WOMEN IN THE INFORMAL SECTOR.** – The Quezon City Government shall ensure that social protection shall be accorded to women working in the informal economy, such as but not limited to women vendors, sewers, laundry workers, and related occupations. Women workers may avail of social security and employees' compensation benefits and PhilHealth benefits upon proper documentation and registration with the Social Security System and PhilHealth, respectively. The Quezon City Government, through the BCRD, PESO, SSDD and Small Business and Cooperatives Development and Promotions Office (SBCDPO) shall conduct an inventory of all women involved in the informal sector for consultation and provision of appropriate support services for the sector.

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**SECTION 43. SUPPORT FOR WOMEN DOMESTIC WORKERS.** – Under the provisions of Republic Act No. 10361 or the Kasambahay Law, domestic workers or Kasambahays shall include the following, whether on a live-in or live-out arrangement: (a) general househelp, (b) *yaya*, (c) cook, (d) gardener, (e) laundry person, or (f) any person who regularly performs domestic work in one household on an occupational basis.

The Quezon City Government, through the BCRD, PESO, SSDD, and SBCDPO shall extend possible assistance and intervention in ensuring that women domestic workers in the City freely enjoy their rights and privileges under Rule IV of the said law. It shall conduct an inventory of all women employed as domestic workers for consultation and provision of appropriate support services for the sector.

**SECTION 44. BARANGAY-BASED DOMESTIC WORKERS SUPPORT.** – All barangays in Quezon City shall conduct compulsory education for both domestic workers and employers on gender-sensitivity. An administrative sanction shall be imposed on any Barangay Council which fails to comply with this provision.

**SECTION 45. WOMEN IN THE ENTERTAINMENT INDUSTRY.** – Women engaged in legitimate occupations in the entertainment industry, such as singers, stage performers or 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. It must be emphasized that employing minors in the entertainment industry is prohibited in accordance with Republic Act No. 7658.

**SECTION 46. POLICE AND OTHER LAW ENFORCERS OPERATIONS IN ENTERTAINMENT ESTABLISHMENTS.** – All police and other law enforcers operations or raids conducted in any entertainment establishment must be undertaken with utmost care and respect for human rights. Police officers and law enforcers 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.

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*SECTION 47. TAX INCENTIVES FOR BUSINESS ENTITIES. – The Quezon City 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 (1) year in the Center; and*
- c. Annual tax credit per woman who was given extended leave credit with maternity leave benefits for breastfeeding.*

**ARTICLE V**  
**Women’s Right to Health and Nutrition**

*SECTION 48. UNIVERSAL HEALTHCARE COVERAGE. – The Quezon City Government shall ensure universal healthcare coverage among the women, which includes access to quality healthcare services, family planning methods and services, financial risk protection and access to safe, effective, quality and affordable medicines and vaccines in all healthcare or medical facilities.*

*SECTION 49. RIGHT TO HEALTH. – Article 12 of the UN International Convention 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 City 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 the shared responsibilities of couples for childbirth and childcare.*

*The Quezon City Health Department shall lead efforts to provide free maternal health services, expanded immunization programs and mental health support, including psychosocial counseling and crisis intervention for women and girls.*

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*SECTION 50. 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 a satisfying and safe sex life and have the capability to reproduce and the freedom to decide if, when and how often to do so.*

*The City Health Department shall adopt a comprehensive reproductive healthcare approach at all levels of healthcare delivery. Such approach integrated many issues not previously considered as central, such as but not limited to population, sexuality, reproductive tract infection, gender power relations and domestic violence, gender-based violence and other elements, thus, shall not be limited to sexual health, family planning and child-bearing or safe motherhood. Likewise, it shall ensure the integration of reproductive health education into barangay health programs and school-based initiatives, with a focus on preventive care and effective family planning.*

*SECTION 51. HEALTHCARE SERVICES DELIVERY. – Quality healthcare and services shall be accessible to all women and men, regardless of age, sex, creed, religion and ethnicity in Quezon City, eliminating any form of discrimination practice in the healthcare system. No hospital in the City 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 immediate appraisal of the socioeconomic status of the patient for admission purposes. The City Government must ensure regular expansion and upgrading of healthcare facilities to ensure their access by all women and men.*

*Each barangay, in coordination with the Quezon City Health Department, shall establish a health desk to address women and men’s health concerns, particularly for solo parents, survivors of gender-based violence and LGBTQIA+ individuals.*

*SECTION 52. 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 reasonable cost. Provision of accurate and appropriate information on these matters and corresponding services shall be made available.*

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**SECTION 53. GENDER-SENSITIVE WOMEN AND CHILDREN PROTECTION UNIT (WCPU).** – *The Quezon City Government shall establish a gender-sensitive crisis intervention unit at all levels of healthcare, especially at the tertiary level and shall provide service training to all health and other allied personnel who shall be assigned in this unit.*

*The Quezon City Health Department shall develop a training curriculum for healthcare workers on gender-sensitive care, trauma-informed medical practices and crisis intervention.*

**SECTION 54. GENDER-FAIR APPROACH TO PRE-MARITAL COUNSELING PROGRAM.** – *The City Health Department and the SSDD shall ensure that gender-sensitivity and women’s rights seminars shall be required in the application for marriage licenses with the City Civil Registry Department (CCRD).*

**SECTION 55. MAINSTREAMING REPRODUCTIVE HEALTH FRAMEWORK THROUGH PRIMARY HEALTHCARE STRATEGY.** – *In consonance with the City Health Department’s policies, Children and Youth Welfare Code, and in pursuance of agreements made at the International Conference on Population and Development (ICPD), the Quezon City Government shall mainstream the Reproductive Health Approach in healthcare services delivery using the primary healthcare strategy.*

**SECTION 56. ACCESS TO REPRODUCTIVE HEALTH SERVICES.** – *The Quezon City Government shall continue to provide family planning information, counseling and services. It shall ensure that all minors be given access to family planning methods information and services, with the consent of their parents or guardians and after counselling. The City Health Department shall ensure that all health service providers in all health facilities shall be trained on providing adolescent-friendly and responsive information and services.*

**SECTION 57. CARE AND MANAGEMENT SERVICES FOR ADOLESCENT OR TEENAGE PARENTS.** – *The Quezon City Government shall ensure that all pregnant teens shall have access to skilled care throughout their pregnancy, delivery, and postnatal periods. Healthcare providers shall strive to provide teenage mothers with their birth plans that detail their intended place of childbirth delivery, availability of transport to these healthcare institutions and respective costs. Special attention shall be given to younger pregnant mothers during obstetric care. Workshops and seminars for first-time parents shall be provided with ante and postnatal education. Public and private educational institutions shall be encouraged to develop and establish support mechanisms that will encourage the return of teen parents in school daycare and breastfeeding stations.*

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**SECTION 58. SCALING UP OF MATERNAL AND CHILD HEALTH AND NUTRITIONAL PROGRAMS.** – *The Quezon City Government shall scale up and implement nutrition intervention programs for mothers and children in the latter’s first 1000 days of life and shall ensure to allocate resources in a sustainable manner to improve their nutritional status and to address the malnutrition of infants and young children, adolescent females, as well as pregnant, and lactating women.*

**SECTION 59. ACCESS TO MENTAL HEALTHCARE AND SERVICES.** – *The Quezon City Government, through the City Health Department, shall ensure that all women and men shall have access to mental health service at all levels of the national and local healthcare system, to comprehensive and coordinated treatment integrating holistic prevention, promotion, rehabilitation, care and support, aimed at addressing their various mental healthcare needs, and to psychosocial care and clinical treatment in the least restrictive environment and manner.*

*The Quezon City Health Department shall incorporate mental health programs into its primary healthcare strategy, including the provision of Mental Health and Psychosocial Support Services (MHPSS) at the barangay level. It shall lead the establishment of barangay-level mental health desks to provide immediate support for mental health crises, with a specific focus on survivors of violence, solo parents, and marginalized groups.*

**SECTION 60. MATERNAL AND CHILD HEALTH PROGRAMS.** – *The Quezon City Government, through the Quezon City Health Department, shall implement comprehensive maternal and child health initiatives, including prenatal care, neonatal services and breastfeeding support in barangay health centers and public hospitals.*

*In collaboration and coordination with the Quezon City Human Milk Bank, the Quezon City Health Department shall promote breastfeeding through barangay health centers and provide access to milk bank resources for mothers, as well as to solo parent fathers in case of deceased mothers and infants in need.*

**SECTION 61. WOMEN AND GIRLS’ ACCESS TO HEALTH CARE AND SERVICES IN TIMES OF CALAMITIES, DISASTERS, OR EPIDEMICS.** – *The Quezon City Government shall intensify efforts strengthening gender-sensitive services and access to healthcare services against all disasters. It shall ensure the availability of resources to address the common needs of women and children and should develop mechanisms addressing gender-based violence in preparedness or recovery plans of a disaster considering the vulnerability of girls, adolescents and women in times of calamities, disasters or epidemics.*

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**ARTICLE VI**  
**Women's Right to Education**

**SECTION 62. CONDUCT OF REGULAR GENDER-SENSITIVITY TRAINING FOR ALL SCHOOL HEADS AND TEACHERS AT ALL SCHOOL LEVELS.** – *The Schools Division Office (SDO), in coordination with the Quezon City GAD Council, shall conduct and incorporate gender-sensitivity orientation seminars to school heads, teachers and Central Parents-Teachers Association (CPTA) at the beginning of the school year.*

**SECTION 63. DEVELOPING GENDER-FAIR EDUCATIONAL MATERIALS.** – *The SDO shall ensure that all educational materials developed by the City schools 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.*

*All public and private educational institutions are encouraged to update their respective students' or learners' handbook in order to incorporate and integrate therein recent related policies and ordinances of the Quezon City Government on gender and development.*

**SECTION 64. PROMOTION OF GENDER-SENSITIVE CURRICULUM.** – *All public and private schools in Quezon City shall actively promote gender-sensitivity in their subject or course curricula and gender-fair socialization for school pupils. The SDO shall also ensure that City school officials and the private sector professional school counseling and career advocacy programs are gender responsive.*

**SECTION 65. PROMOTING GENDER-SENSITIVE EDUCATION PROGRAMS AND SERVICES.** – *All schools, offices, establishments or companies, departments and agencies including barangay officials in the Quezon City Government shall initiate gender sensitivity orientation and training, including prevention of all forms of gender-based violence, which shall equip them with theoretical and practical knowledge on gender justice.*

**SECTION 66. GENDER-RESPONSIVE NON-FORMAL EDUCATION FOR YOUTH AND ADULTS.** – *The SDO, in coordination with Technical Education and Skills Development Authority – Quezon City (TESDA-QC) and Local School Board, shall conduct non-formal classes for women and men desiring to engage themselves in functional, practical education and Alternative Learning System (ALS) to be held in barangay multi-purpose centers.*

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**SECTION 67. CULTURALLY-SENSITIVE, AGE, AND DEVELOPMENT-APPROPRIATE COMPREHENSIVE SEXUALITY EDUCATION (CSE).** – Pursuant to the provisions of Quezon City Ordinance No. SP-3128, S-2021, the Quezon City Government, through the Quezon City Adolescent Pregnancy Prevention Council (QCAPPC), SDO, and PAISD, shall develop and promote localized messaging and educational information that promotes adolescent reproductive health in schools, communities and other youth institutions. The QCAPPC shall ensure that the messaging produced are included in local materials and that they are culturally-sensitive, age and developmentally-appropriate and has included adolescent and youth groups in the consultation for the development of messaging and information, as well as leaders of the various religious sectors.

In addition, the QCAPPC, through the SSDD, City Health Department, the Sangguniang Kabataan Federation, and QC Youth Development Office, shall collaborate to intensify and institutionalize interactive learning methodologies for CSE among out-of-school adolescents in the communities and workplaces, as well as unsuitably housed youth. Provided, that the needs of the indigenous, working Persons with Disabilities, and adolescents in social institutions are considered in the design and promotion of sexuality education among adolescents. The SDO shall likewise ensure that the delivery of CSE in a non-formal education setting through their ALS by carrying localized messaging on adolescent. All private schools and educational institutions are likewise encouraged to develop educational information that promotes adolescent reproductive health.

**SECTION 68. EDUCATIONAL ASSISTANCE AND SCHOLARSHIP PROGRAM.** – The Quezon City Government shall develop programs and mechanisms granting educational assistance in the form of scholarship or stipend to all women and men adults, especially younger children, desiring to enroll or enlist in formal education in any public and private institution.

**ARTICLE VII**

**Women's Right to Culture and Mass Media Participation**

**SECTION 69. GENDER-SENSITIVE PORTRAYALS IN MEDIA.** – The Quezon City Government shall encourage all media institutions to be sensitive in the portrayal of women's and men's roles, encourage positive images of women and discourage sexist and homophobic print materials and broadcast programs.

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**SECTION 70. GENDER-SENSITIVITY TRAINING FOR LOCAL MEDIA PRACTITIONERS.** – The Quezon City Government shall encourage and support the conduct of gender sensitivity workshop training for local media practitioners at the community level and tertiary schools located in the City. It shall likewise provide full support to media practitioners and freelance or independent media productions that advocate gender-sensitive issues through various forms of incentives and recognitions.

**SECTION 71. REGULATION OF INTERNET CAFES AND COMPUTER SHOPS.** – The Quezon City Government shall regulate the operation of internet service-providing establishments, entertainment computer shops in order to curb and prevent the proliferation of access of cyber-sex pornography.

**SECTION 72. REGULATION OF MEDIA COVERAGE DURING POLICE RAIDS ON ENTERTAINMENT ESTABLISHMENTS.** – The Quezon City Government shall regulate the media coverage of an entertainment establishment's raid operations for the prevention of exploitation of women and men entertainers and their inappropriate public exposure and humiliation.

**SECTION 73. YEARLY CITY AWARD FOR THE MOST GENDER-SENSITIVE FILM AS ONE OF THE SPECIAL AWARDS IN QCINEMA FILM FESTIVAL.** – The Quezon City Government shall form a special committee of jurors, which shall be identified and recommended by the Quezon City GAD Council through an approved Council Resolution to select annually the Most Gender-sensitive film.

There shall also be an Essay Writing Contest for Teachers and Students in all public secondary schools. The GAD Council will select the most gender-sensitive film entry as topic for the essay. The Quezon City Government shall give corresponding prizes for the winning films and essay writing contest winners.

#### **ARTICLE VIII**

#### **Women's Socio-Economic Rights and Empowerment**

**SECTION 74. GENDER-RESPONSIVE AND COMPREHENSIVE LIVELIHOOD PROGRAM.** – The Quezon City Government shall allocate funds for socio-economic programs that include gender-responsive livelihood skills and values training seminars for poor women and men. The Comprehensive Livelihood Program (CLP) shall include a feasibility study, financing, monitoring, sustainable paying scheme and incentives.

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SECTION 75. SOCIAL LENDING PROGRAM. – The Quezon City Government shall establish a social lending program to cater to low-income families with interest rates similar to those availed by members of cooperatives.

SECTION 76. ACCESS TO INVESTMENT AND LOAN PROGRAMS. – The City Government shall extend investment through capital assistance programs and loans to women engaged in small to medium scale enterprises, as well as to displaced industrial workers under the principle of self-reliance and hard work.

SECTION 77. LOW-COST BASIC SERVICES. – The Quezon City Government shall facilitate access of women and men to quality low-cost housing, safe water, electricity, communication, transportation and basic commodities.

SECTION 78. MONITORING OF STANDARDIZATION OF PRICES OF BASIC COMMODITIES. – The Quezon City Government shall ensure fair marketing practices and standard pricing of basic commodities through regular price monitoring in local markets.

SECTION 79. ECONOMIC EMPOWERMENT FOR POOR WOMEN. – Feminization of poverty which is regarded as a condition when the gap between the rich and the poor widens and grassroots women bear the brunt as in economics leading to instability and unequal distribution of wealth. Such a gap reinforces non-response to both practical strategic interests of women. The Quezon City Government shall ensure poor women of strategic and transformative mechanisms whereby they could uplift their economic and social relations.

**ARTICLE IX**  
**Women's Right to Housing and Infrastructure**

SECTION 80. ACCESS TO QUEZON CITY SOCIALIZED HOUSING PROGRAMS. – The Quezon City Government shall ensure that all women and men, regardless of civil status, ethnicity, and religion, shall be allowed easy access and equal opportunities to socialized housing programs. It shall likewise provide allocation for solo parents applicants and/or provide liberal terms of payment for their low-cost housing and resettlement programs.

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**SECTION 81. BREASTFEEDING AREA OR STATION IN WORKPLACES AND ESTABLISHMENTS.** – The Quezon City Government shall establish breastfeeding facilities or area or station within its office premises in order to promote, encourage and protect the practice of breastfeeding among its mother employees. The City Government shall provide an allocation for solo parent applicants and/or liberal terms of payment for low-cost housing and resettlement program.

**SECTION 82. ESTABLISHMENT OF GENDER-RESPONSIVE AND CHILD-FRIENDLY EVACUATION CENTERS.** – The Quezon City Government shall develop the design of evacuation centers that are sensitive to the needs of nursing mothers, pregnant women, elderly, PWDs and children.

**ARTICLE X**

**Women’s Right to Access to Public Transportation**

**SECTION 83. EASE AND SAFETY OF WOMEN AND GIRLS IN PUBLIC TRANSPORTATION.** – The Quezon City Government shall conduct an inquiry and a study to determine the safety and security of women and girls, especially pregnant women, elderly women, and women with disabilities in accessing public transportation vehicles and other related infrastructures such as transport terminals, bike lanes, sidewalks, ramps, parking facilities, designated loading and unloading areas, etc. The Quezon City Government shall aim to craft policies and strategies in setting up gender-fair and easily accessible public transportation and infrastructures for women, especially those enumerated with special needs.

**ARTICLE XI**

**Women’s Right to Protection and Security in Times of Disasters, Calamities and Other Crisis Situations**

**SECTION 84. WOMEN AFFECTED BY DISASTERS, CALAMITIES AND OTHER CRISIS SITUATIONS.** – The Quezon City Government shall provide for immediate humanitarian assistance, allocation of resources, and early resettlement to women, if necessary. It shall also 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. 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.

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**ARTICLE XII**  
**Women's Right to Freedom of Religion**

*SECTION 85. FREEDOM TO CHOOSE AND EXERCISE RELIGION. – The Quezon City Government shall adopt policies and programs promoting women and girls' right to choose what religion to follow and to worship and exercise their chosen religion or belief without undue interference and free from all forms of discrimination.*

**ARTICLE XIII**  
**Women in Sports**

*SECTION 86. WOMEN AND GIRLS IN SPORTS. – The Quezon City Government, through the Quezon City Sports Development Office, shall develop, establish and strengthen programs for the participation of women and girl-children in competitive and non-competitive sports as means to achieve excellence, to promote physical and social well-being, to eliminate gender-role stereotyping and to provide equal access to the full benefits of development for all persons regardless of sex, gender identity and other similar factors.*

*It shall also ensure the safety and well-being of all women and girls participating in sports, especially, but not limited to, trainees, reserve members, members, coaches and mentors of national sports teams, whether in studying, training, or performance phases, by providing them comprehensive health and medical insurance coverage, as well as integrated medical, nutritional and healthcare services.*

*All public and private learning institutions shall take into account its total women student population in granting athletic scholarships. There shall be a pro rata representation of women in the athletic scholarship program based on the percentage of women in the whole student population.*

**ARTICLE XIV**  
**Special Sectoral Concerns**

*SECTION 87. WOMEN AND CHILDREN WITH DISABILITIES DEFINED. – It shall refer to women who are suffering from restriction or different disabilities, 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.*

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**SECTION 88. ADVOCACY ON THE RIGHTS OF WOMEN AND GIRLS WITH DISABILITIES AND SUPPORT MECHANISMS FOR EDUCATION AND EMPLOYMENT.** – *The Quezon City Government shall initiate active advocacy on the rights of women with disabilities, establish special education schools or classes for them through the SDO which shall offer appropriate curriculum for their specific needs, develop creative employment opportunities for them in recognition of their differentiated conditions and full potential as persons. The Quezon City Government shall ensure that all educational and commercial buildings are provided with ramps and toilet facilities for PWDs. The Quezon City Government shall implement Republic Act No. 7277 of the Magna Carta for Disabled Persons, which reserves five percent (5%) of contractual or emergency positions for PWDs.*

**SECTION 89. ORGANIZATION OF WOMEN AND GIRLS WITH DISABILITIES IN THE COMMUNITY.** – *It shall be the duty of the Barangay GAD Committee to organize women and girls with disabilities in the community in order to advance the interests of this special group of women and to monitor and report cases of harassment and discrimination committed against differently-abled women.*

**SECTION 90. PROTECTION OF SENIOR CITIZENS.** – *The Quezon City Government shall protect women senior citizens from neglect, abandonment, domestic violence, abuse, exploitation and discrimination. Through the Quezon City Office of the Senior Citizens Affairs (QC-OSCA) and SSDD, the Quezon City Government shall ensure special protective mechanisms and support services against violence, sexual abuse, exploitation and discrimination of older women.*

**SECTION 91. MOBILIZING SUPPORT FOR ELDERLY WOMEN IN THE COMMUNITY.** – *It shall be the duty of the Barangay GAD Committee to organize elderly women within the barangay to advance their practical and strategic interests and needs. The Quezon City Government and the Barangay GAD Committee shall allocate funds for emergency assistance, yearly physical health check-ups, social group work program and appropriate socioeconomic activities.*

**SECTION 92. SUPPORT TO WOMEN DEPRIVED OF LIBERTY.** – *The rights of all women deprived of liberty shall be protected by ensuring them of:*

- a. *Speedy trial of their respective cases;*

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- b. *Appropriate program to respond to their specific needs and problems as detainees, including those related to reproductive health;*
- c. *Separate physical structure and space provisions for detention and rehabilitation; and*
- d. *Provision of legal services.*

**SECTION 93. NO WOMAN LEFT BEHIND PROGRAM.** – *The Quezon City Government, through the Gender and Development Office, shall endeavor for the continuous implementation of the No Woman Left Behind Program to help improve the welfare of the City’s Persons Deprived of Liberty (PDLs) in detention and life after detention. Pursuant to Quezon City Ordinance No. SP-3002, S-2021, women in the Quezon City Jail Female Dormitory shall have access to the following:*

- a. *Physical Health Care Services*
  - a.1. *Medical Examinations (Reverse Transcription Polymerase Chain Reaction [RT-PCR] Test, X-Ray, Urinalysis, Fecalalysis, Pregnancy Test and (ECG);*
  - a.2. *In-House Medical Services (HIV or AIDS Test, Pap Smear, Pre-Natal and Post-Natal Examination, Provision of Flu Vaccine, Provision of Pneumonia Vaccine, Access to Medicine);*
- b. *Mental Healthcare Services (Psychological Assessment, Counseling, Medication, Mental Health Awareness Program);*
- c. *Drug Prevention, Treatment and Rehabilitation Program*
  - c.1. *Prevention (Drug Abuse Preventive Education and Drug Test);*
  - c.2. *Treatment and Rehabilitation (Intensive Out-Patient Program and In-Patient Program);*
- d. *Education Program*
  - d.1. *Alternative Learning System (ALS);*
  - d.2. *Technical Education and Skills Development Authority (TESDA);*
  - d.3. *College Education;*
- e. *Livelihood Program - Various training programs;*

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- f. *Aftercare and Reintegration Program*
  - f.1. *Job Placement;*
  - f.2. *Psychosocial Support;*
  - f.3. *Educational Assistance.*

**SECTION 94. SUPPORT MECHANISMS FOR WOMEN QUALIFIED AS SOLO PARENT.** – *The City Government shall initiate active advocacy on the rights of solo parent women and their proper and accessible registration, ensure provision of a comprehensive package of social protection services and other benefits and privileges which shall offer appropriate response for their specific needs. The Quezon City Government shall implement Republic Act No. 11861, otherwise known as the Expanded Solo Parents Welfare Act.*

*All barangays are encouraged to establish their respective Solo Parent’s Desk and/or designate their Solo Parent’s Focal Person who shall handle the concerns of the solo parents residing in their barangay and shall monitor the effective implementation of programs, projects and activities of the barangay and the Quezon City Government for the solo parents sector.*

**SECTION 95. MENTAL HEALTHCARE REFERRAL AND SERVICES FOR SPECIAL SECTORS.** – *Pursuant to the provisions of Quezon City Ordinance No. SP-3158, S-2022, the Quezon City Government, through the concerned departments and agencies, shall develop guidelines to ensure that mental health services, including treatment, is available to all PDLs, PWDs, senior citizens and women belonging to the solo parents sector.*

**SECTION 96. FOOD SECURITY AND PRODUCTIVE RESOURCES FOR INDIGENT AND MARGINALIZED WOMEN AND GIRLS.** – *The Quezon City Government 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.*

**SECTION 97. RECOGNITION AND PRESERVATION OF CULTURAL IDENTITY AND INTEGRITY.** – *The Quezon City Government shall recognize and respect the rights of Moro and indigenous women to practice, promote, protect and preserve their own culture, traditions and institutions and to consider these rights in the formulation and implementation of local policies and programs. To this end, the Quezon City Government shall adopt measures in consultation with the sectors concerned to protect their rights to their indigenous knowledge systems and practices, traditional livelihood and other manifestations of their cultures and ways of life. Provided, that these cultural systems and practices are not discriminatory to women.*

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**ARTICLE XV**  
**Women and Children Support System**

SECTION 98. *The Quezon City Government shall implement systems and programs that are anchored on the United Nations Convention on the Rights of the Child (UNCRC) which stipulates the promotion and protection of children's rights to survival, development and protection in national and local laws which now include the New Family Code and the Child and Youth Welfare Code.*

SECTION 99. **GENDER-RESPONSIVE AND CHILD-FRIENDLY CHILD-MINDING CENTER IN EVERY BARANGAY.** – *The Quezon City Government shall ensure that child-friendly and gender-responsive child day care or minding centers are set up in every barangay to provide parents support facilities for the care of their children when they go to work or school. The centers shall ensure that the basic early child education curriculum in the centers promote gender-fair socialization; encourage both fathers and mothers to participate in the development, care and nurturing of their children; teach boys and girls to respect the rights for the full enjoyment of their childhood and their rights.*

SECTION 100. **SHARED PARENTING AND RESPONSIBILITIES.** – *The Quezon City Government shall advocate that all fathers and mothers have both the moral obligation and responsibility in assuring the rights and well-being of their children, such as caring and nurturing, regardless of sex, and physiological and psychological conditions.*

*The Quezon City Government shall engage fathers and help them become more effective and responsive parents through workshops that promote shared parenting and eliminate traditional gender roles. It shall likewise endeavor to adopt the said program for women and mothers for their maternal abilities reaffirmation and empowerment as well.*

SECTION 101. **EMPOWERMENT AND REINTEGRATION OF SOLO PARENT MOTHERS AND THEIR CHILDREN.** – *The Quezon City Government shall ensure that all solo parent mothers enjoy prioritization in re-entering the workforce and their children as applicable, in apprenticeships, scholarships, livelihood training, reintegration programs for OFWs, employment information and matching services and other poverty alleviation programs of the Quezon City Government, subject to standard eligibility and qualifications.*

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**CHAPTER III  
PROMOTION OF ALL-GENDER SAFE PUBLIC SPACES**

**ARTICLE I  
Gender-Based Sexual Harassment on Streets  
and Public Spaces**

*SECTION 1. GENDER-BASED STREETS AND PUBLIC SPACES SEXUAL HARASSMENT. – The crimes of gender-based streets and public spaces sexual harassment are committed through any unwanted and uninvited sexual actions or remarks against any person regardless of the motive for committing such action or remarks. Gender-based streets and public spaces sexual harassment include catcalling, wolf-whistling, unwanted invitations, misogynistic, transphobic, homophobic and sexist slurs, persistent uninvited comments or gestures on a person’s appearance, relentless requests for personal details, statement of sexual comments and suggestions, public masturbation or flashing of private parts, groping or any advances, whether verbal or physical, that is unwanted and has threatened one’s sense of personal space and physical safety, and committed in public spaces such as alleys, roads, sidewalks and parks within the territorial jurisdiction of Quezon City.*

*Acts constitutive of gender-based streets and public spaces sexual harassment are likewise those performed in buildings, schools, churches, restaurants, malls, public washrooms, bars, internet shops, public markets, transportation terminals or Public Utility Vehicles (PUVs).*

*SECTION 2. GENDER-BASED SEXUAL HARASSMENT IN RESTAURANTS AND CAFES, BARS AND CLUBS, RESORTS AND WATER PARKS, HOTELS AND CASINOS, CINEMAS, MALLS, BUILDINGS AND OTHER PRIVATELY-OWNED PLACES OPEN TO THE PUBLIC. – Restaurants and cafes, bars and clubs, resorts and water parks, hotels and casinos, cinemas, malls, buildings and other privately-owned places open to the public operating in Quezon City shall adopt a zero-tolerance policy against gender-based streets and public spaces sexual harassment. These establishments are obliged to provide assistance to victims of gender-based sexual harassment by coordinating with local police authorities immediately after gender-based sexual harassment is reported, making CCTV footage available when ordered by the court and providing a safe gender-sensitive environment to encourage victims to report gender-based sexual harassment on the first instance.*

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**SECTION 3. GENDER-BASED SEXUAL HARASSMENT IN PUBLIC UTILITY VEHICLES.** – It shall be unlawful to commit acts constituting sexual harassment in PUVs. The Quezon City Government may endorse to Land Transportation Franchising and Regulatory Board (LTFRB) the suspension or revocation of the franchise of transportation operators who commit gender-based streets and public spaces sexual harassment acts. Gender-based sexual harassment in PUVs where the perpetrator is the driver of the vehicle shall also constitute a breach of contract of carriage, for the purpose of creating a presumption of negligence on the part of the owner or operator of the vehicle in the selection and supervision of employees and rendering the owner or operator solidarity liable for the offenses of the employee.

**SECTION 4. GENDER-BASED SEXUAL HARASSMENT ON STREETS AND IN PUBLIC SPACES COMMITTED BY MINORS.** – In case the offense is committed by a minor, the Quezon City Government, through the SSDD, shall endorse the complaint to Department of Social Welfare and Development (DSWD) for the necessary disciplinary measures as provided under Republic Act No. 9344, otherwise known as the Juvenile Justice and Welfare Act of 2006.

**SECTION 5. PREVENTIVE MEASURES IN EDUCATIONAL INSTITUTIONS.** – The Quezon City Government, through the SDO and the Local School Board, shall develop and adopt measures such as information campaigns and anti-sexual harassment seminars among students and employees thereby preventing gender-based sexual harassment in public and private educational institutions.

**SECTION 6. INTEGRATION OF SEXUAL HARASSMENT-RELATED ASSISTANCE IN QUEZON CITY HELPLINE.** – The Quezon City Government shall endeavor to integrate emergency assistance services for reports on gender-based sexual harassment. It shall conduct trainings to capacitate the Helpline 122 service providers in properly responding to and handling reports on gender-based harassment.

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**ARTICLE II**  
**Gender-Based Online Sexual Harassment**

**SECTION 7. GENDER-BASED ONLINE SEXUAL HARASSMENT.** – Gender-based online sexual harassment includes acts that use information and communications technology in terrorizing and intimidating victims through physical, psychological and emotional threats, unwanted sexual misogynistic, transphobic, homophobic and sexist remarks and comments online whether publicly or through direct and private messages, invasion of victim’s privacy through cyberstalking and incessant messaging, uploading and sharing without the consent of the victim any form of media that contains photos, voice or video with sexual content, any unauthorized recording and sharing of any of the victim’s photos, videos or any information online, impersonating identities of victims online or posting lies about victims to harm their reputation or filing false abuse reports to online platforms to silence victims.

**CHAPTER IV**  
**Gender and Development**

**SECTION 1. GENDER AND DEVELOPMENT DEFINED.** – It shall refer 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 potential. It seeks to achieve gender equality as a fundamental value that should be reflected in development choices, to transform society’s social, economic and political structures, to question the validity of the gender roles they ascribed to men and women, to contend that women are active agents of development and not just passive recipients of development assistance and to stress the need of women to organize themselves and participate in political processes to strengthen their legal rights.

**SECTION 2. GENDER SENSITIVITY AND TRAINING, GENDER SENSITIZATION DEFINED.** – It shall refer to a critical process of learning and unlearning by an individual, regardless of gender, of the causes and effects of the culturally-determined roles of individuals.

All public and private educational institutions, offices, establishments or companies, departments and agencies of the Quezon City Government 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.

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*The private education sector shall likewise have access to the said free training programs provided to public school faculty and staff, ensuring equitable participation in gender-responsive education.*

*SECTION 3. ACTIVE SUPPORT TO GENDER STUDIES. – A sufficient amount shall be allotted to gender-related documentation and research which shall form part of Quezon City’s database program development.*

*SECTION 4. PRODUCTION AND POPULARIZATION OF GENDER-FAIR CAMPAIGN MATERIALS. – The Quezon City Government shall actively promote and publish popular forms of gender-fair materials through all concerned departments and local agencies or networks.*

*SECTION 5. GENDER AND DEVELOPMENT FOCAL POINT SYSTEM (GADFPS). – The GFPS shall be composed of the GAD Council with the Local Chief Executive as its Chair, a Technical Working Group (TWG) which is composed of the GAD Focal Persons of every department who are members of the GAD Council and a Secretariat.*

*SECTION 6. INTEGRATED GENDER-SENSITIVE AND ENVIRONMENT-FRIENDLY ZONIFICATION PLAN OF QUEZON CITY. – An integrated gender-sensitive and environment-friendly zonification plan of Quezon City shall constitute, but is not limited to, the following:*

- a. The Quezon City Government, as far as practicable, shall ensure that relocation of communities shall not deprive individuals of their sources to livelihood, regardless of their age and gender;*
- b. Relocation sites shall not contribute to an increase in their burden in economic, home and social production;*
- c. Housing and industrial project sites shall be those unproductive lands unsuitable for economic purposes; and*
- d. Industrial center for light industry shall be placed in key districts of Quezon City while the heavy industry shall be centralized in one district.*

*SECTION 7. COMMUNITY-BASED ENVIRONMENT PLANS AND PROGRAMS. – All genders shall participate in pollution control, zero-waste technology development and management preservation of the City’s remaining tree parks and aquatic resources.*

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**SECTION 8. GENDER-SENSITIVE NATURAL RESOURCE-BASED MANAGEMENT PROGRAMS.** – *The Quezon City Government shall engage itself in the development of gender-sensitive natural resource-based management programs.*

**SECTION 9. INTEGRATION OF THE ROLE OF WOMEN AND MEN IN THE LOCAL CLIMATE ACTION PLAN AND LOCAL DISASTER RISK AND REDUCTION MANAGEMENT PLAN.** – *The Quezon City Government shall ensure that the women and LGBTQIA+ sectors are integrated in its local climate action plan, which calls for their full, equal and meaningful participation in the local climate process and to ensure a prominent role for women in decision-making in climate action. It shall seek to achieve gender parity in its climate policies and decision-making roles.*

*In addition, it shall promote the involvement and active participation of women and girls in its local initiatives on disaster risk and reduction management and shall integrate these sectors in its local disaster risk and reduction management plan.*

**SECTION 10. ROLE OF WOMEN AND MEN IN ENVIRONMENT IMPACT ASSESSMENT PROJECTS.** – *The Quezon City Government shall promote the active role of all genders in environmental impact assessment of projects. Instruments for environmental impact assessment shall consciously determine gender-disaggregated data, including data for members of the LGBTQIA+.*

**SECTION 11. PROMOTION OF APPROPRIATE TECHNOLOGY.** – *The Quezon City Government shall actively promote alternative technologies that are appropriate and safe for all genders.*

**SECTION 12. SUFFICIENT BUDGET FOR BASIC SOCIAL SERVICES.** – *A sufficient amount shall be allocated from all sources of funds for the basic social services for all genders in extremely difficult circumstances.*

**SECTION 13. INVESTMENTS AND LOANS.** – *The Quezon City Government shall hold consultative assemblies with women NGOs/POs in establishing contracts for loans and investments to clarify implications on women's welfare and development at the barangay level.*

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**SECTION 14. OVERSEAS CONTRACT WORKERS' (OCWs'), OVERSEAS FILIPINO WORKERS' (OFWs') AND/OR MIGRANT WORKERS' SPOUSES AND CHILDREN SUPPORT.** – *The Quezon City Government shall conduct a survey of OCWs, OFWs, and migrant workers at the barangay level, out of which shall serve as a basis for special support to OCW/OFW/migrant workers' families, especially wives and children.*

**SECTION 15. SPECIAL COURSE ON OVERSEAS FILIPINO WORKERS' AND/OR MIGRANT WORKERS'.** – *To be organized by their respective Barangay GAD Committee, a special course on overseas contract work primarily to orient all genders on the issues and concerns relative to migration shall be conducted in all barangays.*

**SECTION 16. QUEZON CITY MIGRANTS RESOURCE CENTER.** – *The Quezon City Government, through PESO and the Migrants Resource Center (MRC), shall develop gender-responsive programs and services which shall help the OFWs and their families by providing training, emergency employment, assistance with vaccination, financial assistance to returning OFWs, among other services.*

**SECTION 17. EDUCATION ON NATIONAL POLICIES.** – *All genders shall undertake education on national policies and their implications on women's promotion of rights and empowerment.*

**SECTION 18. SPECIAL TRAINING FOR LUPONG TAGAPAMAYAPA AND BARANGAY PUBLIC SAFETY OFFICERS (BPSOs).** – *All training courses for Barangay Lupong Tagapamayapa and BPSOs shall include basic orientation on gender and development and gender-based violence and sexual harassment.*

**SECTION 19. GENDER AND POPULATION.** – *The City Health Department shall review and redesign the population program based on the reproductive health framework.*

**SECTION 20. TRAINING ON NON-TRADITIONAL OCCUPATION.** – *All genders shall be given the opportunity to acquire training on non-traditional occupation especially in the field of science and technology.*

**SECTION 21. INCLUSIVE DATA COLLECTION POLICIES.** *The Quezon City Government shall endeavor to adopt and utilize gender-disaggregated data in its data collection and gathering policies and activities, allowing space for non-binary or other gender identities, in order to ensure inclusive decision making which shall be beneficial to all genders and to rectify gender-based gaps and issues in the service delivery chain.*

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**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 woman’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 Republic Act No. 9208, otherwise known as the Anti-Trafficking in Persons Act. Any person may file a complaint together with the affected women to the proper court. Violators of this Code shall suffer the penalty in accordance with Republic Act No. 9208.*

*SECTION 2. TRAFFICKING IN WOMEN AND CHILDREN. – Any person or agency, who, with the use of force or deceit, lures a woman or boy or girl child to work abroad or in other provinces or cities in the Philippines for a particular job with a promise of high fees, but instead landed on prostitution, domestic help or other odd or dangerous jobs. Violators of this provision shall be penalized in accordance with the penal provisions under Quezon City Ordinance No. SP-2999, S-2021, Republic Act No. 9208 otherwise known as the Anti-Trafficking in Persons Act, Republic Act No. 7610 otherwise known as the Law on Protection Against Child Abuse, Republic Act No. 7877 otherwise known as the Anti-Sexual Harassment Law, Republic Act No. 8353 otherwise known as the Anti-Rape Law, and the Revised Penal Code.*

*SECTION 3. SEX TOURS. – No hotels, beach resorts, sauna baths, health spas, massage parlors and related establishments shall be allowed to operate as conduit for sex tours. Pursuant to Quezon City Ordinance No. SP-2999, S-2020, the establishment shall be penalized with a fine of Five Thousand Pesos (Php5,000.00) and the owner, president, partner, or manager or any other officer thereof shall not be issued a new business license to operate any similar establishment under a different name within Quezon City; provided, that in case of repetitive violation, the Quezon City Government, through the Business Permits and Licensing Department (BPLD), may order the closure of the erring business establishment and/or revocation of its business permit.*

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*SECTION 4. FUND-RAISING INITIATIVE DEFINED. – It shall refer to any activity, whether in whole or in part, integrated in any raffle draw, benefit or disco dance, premier showing of 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 Quezon City. Violators of this provision shall pay a fine of Five Thousand Pesos (Php5,000.00) or an imprisonment of six (6) months, or both at the discretion of the court.*

*SECTION 5. WOMEN AND GIRLS IN DETENTION. – No women or girl child shall be kept by any PNP or military personnel in police or military detachment or checkpoint or any analogous quarter for purposes of comfort or otherwise and may not be deprived of basic social service in detention. Violations shall be penalized through summary dismissal proceedings of the local AFP or PNP and/or at the discretion of the local Police Law Enforcement Board.*

*SECTION 6. REGULAR SURVEILLANCE OF ENTERTAINMENT ESTABLISHMENTS. – A City Interdepartmental Task Force shall be created to conduct regular surveillance of business establishments involved in trading women and girls' bodies such as:*

- a. Prostitution; and*
- b. Trafficking – Printing, publication, display and distribution of pornographic scenes on movies or 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. Any person or agency who engages in organizing or producing these activities that exploit women and girl children violate human rights and shall be dealt with under the law.*

*SECTION 7. VIOLENCE AGAINST WOMEN. – Any violator of this Code as stipulated in Sections 1 and 2, Article I, Chapter 2 in Book I shall be penalized in accordance with the provisions of the Revised Penal Code and Republic Act No. 9262.*

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*SECTION 8. PEDOPHILIA. – Any act falling under the definition of pedophilia shall constitute a violation of this Code as stipulated in Section 9, Article I, Chapter 2 in Book I and shall be penalized in accordance with the Revised Penal Code, Republic Act No. 9208 and Republic Act No. 7610.*

**ARTICLE II**  
**Labor and Employment**

*SECTION 9. 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 Five Thousand Pesos (Php5,000.00) and temporary cancellation of business permit for the first offense and a Five Thousand Peso (Php5,000.00) 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. The government unit or agency head of an office is liable with the penalty of three months suspension and a fine of One Thousand Pesos (Php1,000.00).*

*SECTION 10. FACILITIES AND SUPPORT SYSTEMS FOR WOMEN. – The Quezon City Government shall ensure the safety and health of women employees. In appropriate cases, it shall require employers to:*

- a. provide 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 lounges for men and women; and*
- c. provide breastfeeding corners for women in the workplaces. Violation by private employers shall constitute a fine of Five Thousand Pesos (Php5,000.00) and the cancellation of business permit or as prescribed by the Court. The government unit or agency head of office is liable with the penalty of three months suspension and a fine of One Thousand Pesos (Php1,000.00).*

*SECTION 11. INCREASED MATERNITY LEAVE BENEFITS. – Any employer who violates the provision of this Code pertaining to the grant of increased maternity leave benefits shall pay a fine of Five Thousand Pesos (Php5,000.00) and a suspension of business permit or license to operate for six (6) months. For local government departments or agencies, administrative sanctions shall be imposed.*

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**SECTION 12. BARANGAY EDUCATION ON GENDER SENSITIVITY.** – All barangays in Quezon City shall conduct compulsory training and education for both BPSOs, 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 13. ORIENTATION ON SEXUAL HARASSMENT.** – All government and commercial and private offices, agencies, establishments or companies located in Quezon City shall conduct regular orientation seminars on sexual harassment for their respective employees. A certificate of compliance shall be issued by the PESO. Establishments which fail to comply with this provision shall pay a fine of not less than Three Thousand Pesos (Php3,000.00) immediately or at the discretion of the Court.

**ARTICLE III**  
**Socio-Economic Benefits**

**SECTION 14. SOCIALIZED LENDING PROGRAM.** – All financial or lending institutions and cooperatives shall open special windows for lending to women and members of the LGBTQIA+ 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 all genders, subject to the following conditions:

- a. Based on cooperatives' interest rates;
- b. No postdated checks for payment; and
- 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 IV**  
**Special Sectoral Concerns**

**SECTION 15. BARANGAY-LEVEL SANCTION ON CASES OF HARASSMENT COMMITTED AGAINST WOMEN AND GIRLS WITH DISABILITIES AND ELDERLY WOMEN.** – All barangays in Quezon City shall formulate a barangay-level sanction on cases of harassment committed against women and girls with disabilities and elderly women. Failure to comply with this provision shall subject the barangay council to an administrative sanction.

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**ARTICLE V**  
**Gender-Based Sexual Harassment**

**SECTION 16. SPECIFIC ACTS AND PENALTIES FOR GENDER-BASED SEXUAL HARASSMENT ON STREETS AND PUBLIC SPACES.** – *The following acts are considered unlawful and shall be dealt with and penalized in accordance with Section 11 of Republic Act No. 11313, to wit:*

- a. *Cursing, wolf-whistling, catcalling, leering and intrusive gazing, taunting, pursing, unwanted invitations, misogynistic, transphobic, homophobic, and sexist slurs, persistent unwanted comments on one's appearance, relentless requests for one's personal details such as name, contact and social media details or destination, the use of words, gestures or actions that ridicule on the basis of sex, gender or sexual orientation, identity and/or expression including sexist, homophobic, and transphobic statements and slurs, the persistent telling of sexual jokes, use of sexual names, comments and demands and any statement that has made an invasion on a person's personal space or threatens the person's sense of personal safety;*
- b. *Making offensive body gestures at someone and exposing private parts for the sexual gratification of the perpetrator with the effect of demeaning, harassing, threatening or intimidating the offended party including flashing of private parts, public masturbation, groping and similar lewd sexual actions; and*
- c. *Stalking and any of the acts mentioned in Section 17 paragraphs (a) and (b), when accompanied by touching, pinching or brushing against the body of the offended person; or any touching, pinching or brushing against the genitalia, face, arms, anus, groin, breasts, inner thighs, face, buttocks or any part of the victim's body.*

**SECTION 17. PENALTIES FOR GENDER-BASED ONLINE SEXUAL HARASSMENT.** – *Any person found guilty of any gender-based online sexual harassment shall likewise be penalized in accordance with Section 14, Article II of Republic Act No. 11313, otherwise known as the Safe Spaces Act.*

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**ARTICLE VI**  
**Gender and Development**

**SECTION 18. 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 prevention of gender-based violence 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 Five Thousand Pesos (Php5,000.00).

**CHAPTER II**  
**Provisions for Implementation**

**SECTION 19. POWERS AND FUNCTIONS OF THE CITY GENDER AND DEVELOPMENT (GAD) COUNCIL.** – The City GAD Council shall ensure the promotion of women’s empowerment and equality or equity between women and men in the City. It is primarily responsible for ensuring the sustained implementation of this City GAD Code. To achieve these, it shall perform the following powers and duties:

- a. Local Chief Executive (LCE) shall:
  - a.1 issue policies and/or directives that support gender mainstreaming in the Policies, Plans and Activities (PPAs) and services of the LGU as well as in its budget, systems, processes and procedures of the LGU, including the creation, strengthening, modification or reconstitution of the Gender and Development Focal Point System (GFPS); and
  - a.2 ensure the implementation of the GPB and approve Gender and Development Annual Report (GAD AR) and other GAD-related reports of the LGU as maybe required by the MCW-IRR and this Joint Memorandum Circular (JMC), duly endorsed by the GFPS Executive Committee and with the assistance of the GFPS-TWG.
- b. The Quezon City Gender and Development Council shall:
  - b.1 provide policy advice to the LCE to support and strengthen the GFPS and the LGU’s gender mainstreaming efforts;

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- b.2 direct the identification of GAD strategies, PPAs and targets based on the results of gender analysis and gender assessment, taking into account the identified priorities of the LGU and the gender issues and concerns faced by the LGU's constituents and employees;
- b.3 ensure the timely submission of the LGU GPB, GAD AR and other GAD-related reports to the DILG which shall be consolidated for submission to the Philippine Commission on Women (PCW) and appropriate oversight agencies;
- b.4 ensure the effective and efficient implementation of the GAD PPAs and the judicious utilization of the GAD budget;
- b.5 build and strengthen the partnership of the LGU with concerned stakeholders such as women's groups or CSOs, National Government Agencies, GAD experts and advocates, among others in pursuit of gender mainstreaming; and
- b.6 recommend awards and/or incentives to recognize outstanding GAD PPAs or individuals who have made exemplary contributions to GAD.

**SECTION 20. CREATION AND FUNCTIONS OF THE GENDER AND DEVELOPMENT TECHNICAL WORKING GROUP (GAD TWG).** – The GFPS Technical Working Group (TWG) shall be composed of, but not limited to, key staff QC GAD Council represented in the GFPS Executive Committee, including a representative from the LCE's office, members from the private sector, academe and CSOs as appropriate. The GFPS TWG Chair shall be elected from among the GFPS-TWG members. The designation of the GFPS-TWG Chair shall be made official through the issuance of a Memorandum duly signed by the LCE and endorsed by his or her immediate supervisor or concerned LGU Department Head. The GFPS-TWG Chair may designate a secretariat to assist the TWG in its functions.

The GAD TWG shall:

- a. facilitate the gender mainstreaming efforts of the LGU through the GAD planning and budgeting process;

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- b. *formulate and submit the comprehensive medium term (three years) and annual LGU GPB in response to the gender gaps and issues, including gender-based violence faced by their constituents including their female and male employees;*
- c. *assist in the capacity and competency development of and provide technical assistance to the offices or units of the LGU. In this regard, the TWG shall work with the Human Resource Management Department (HRMD) on the development and implementation of a capacity development program on GAD including the prevention of Gender-based Violence for its employees, as necessary;*
- d. *coordinate with the various units or offices of the LGU and ensure their meaningful participation in strategic and annual planning exercises on GAD including the preparation, consolidation and submission of GPBs;*
- e. *lead the conduct of advocacy activities and the development of information, education and communication (IEC) materials to ensure critical support of local elected officials, department heads and staff and relevant stakeholders to the GFPS and to gender mainstreaming;*
- f. *monitor the implementation of GAD-related PPAs and suggest corrective measures to improve their implementation;*
- g. *prepare and consolidate LGU GAD ARs and other GAD-related reports;*
- h. *provide regular updates and recommendations to the LCE or GFPS Executive Committee regarding GFPS' activities and the progress of the LGU in gender mainstreaming based on the feedback and reports of concerned LGU offices or units, stakeholders and constituents;*
- i. *review all GAD PPAs from barangay to city level prior to implementation to monitor if activities to be undertaken are in accordance with guidelines set forth;*

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- j. disseminate information on current developments and studies on GAD and related issues (i.e. gender and governance and gender-based violence); and
- k. all other duties and functions that may be mandated by its council members deemed necessary to achieve its goals.

**SECTION 21. INSTITUTIONALIZATION OF THE GENDER AND DEVELOPMENT (GAD) OFFICE.** – The QC Gender and Development Council Office shall coordinate all GAD-related PPAs and concerns of the LGU GFPS. The Local Chief Executive shall appoint the Office Head/ Secretary to manage its operations in accordance with the provisions of Ordinance No. SP-3157, S-2022, and shall perform the following functions:

- a. Monitor the implementation of GAD plans, programs and activities from the barangay to the city level;
- b. Conduct capacity-building activities for GAD mainstreaming such as Gender Development and Sensitivity orientation, Gender-responsive Planning and Budgeting, Gender Diagnosis of programs or projects, and gender-based information systems;
- c. Establish and maintain a gender-responsive knowledge center or databank;
- d. Establish GAD Focal Point mechanisms in each department within the city government and in barangays for better coordination and monitoring;
- e. Lead the conduct of advocacy activities and the development of Information, Education and Communication (IEC) materials on GAD;
- f. Spearhead the preparation of the city government's annual GAD Plan and Budget in response to women and gender issues;
- g. Lead the preparation of the annual city GAD Accomplishment Report (GAD AR), GAD Database report, Violence Against Women (VAW Report) in barangays and other related reports for submission to DILG, PCW and Commission on Audit (COA);

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- h. Provide secretariat work and ensure swift implementation of the City Memorandum Circular No. 12, s.2020 for the entire Quezon City Hall employees pursuant to the Civil Service Commission No. 12, s.2021 and ensure functional mechanism against sexual harassment in the workplace of the Committee on Decorum and Investigation (CODI) for both the Legislative and Executive Department; and
- i. Develop, plan and implement a comprehensive program for Person Deprived of Liberty (PDLs) at the Quezon City Jail Female dormitory pursuant to the Quezon City Ordinance No. SP-3002, S-2021 and conduct GAD seasonal celebrations and call for actions.

**SECTION 22. COMMUNITY EDUCATION ON TRAFFICKING.** – The Quezon City Council on Anti-Trafficking (QCCAT) and Barangay GAD Committees shall organize massive information campaigns and continuing education on trafficking in persons, monitor trafficking activities in their respective communities, and develop a system for reporting or referral of traffic victims to appropriate agencies.

**SECTION 23. CREATION OF QUEZON CITY COUNCIL ON ANTI-TRAFFICKING AND ITS FUNCTIONS.** – In accordance with Quezon City Ordinance No. SP-2999, S-2020 and pursuant to Section 16(k) of Republic Act No. 9208, as amended by Republic Act No. 10364, the Quezon City Council on Anti-Trafficking (QCCAT) is created. It shall be constituted and it shall serve as the primary arm of the Quezon City Government in the implementation of the provisions of the Expanded Act and the said Ordinance. It shall perform the duties and functions as laid down under Section 6 of Quezon City Ordinance No. SP-2999, S-2020.

**SECTION 24. SPECIAL BODY TO INVESTIGATE CASES OF VIOLATIONS OF WOMEN UNDER POLICE OR MILITARY DETENTION.** – No woman or girl child shall be kept by any PNP or military personnel in police or military detachment or checkpoint or any analogous quarter for purposes of comfort nor be deprived of basic social service in detention. Violations shall be penalized through summary dismissal proceedings of the local AFP or PNP and/or at the discretion of the local Police Law Enforcement Board.

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*SECTION 25. GENERATING GENDER-DISAGGREGATED DATA AND UNDERTAKING GENDER ANALYSIS. – It shall be the main function of all Barangay GAD Committees to periodically generate gender-disaggregated data on their respective communities. This shall all be the duty of all concerned city departments and offices and partner NGOs and POs to enable them to provide situational analysis for better formulation of the City GAD Plan.*

*SECTION 26. GUIDELINES FOR DETERMINING GENDER BIASES. – The Quezon City Government, through the HRMD, Schools Division Office, BPLD and Gender and Development Office, shall issue guidelines to determine gender biases in City government departments and instrumentalities, schools, and private offices, commercial or industrial establishments, etc., and promote the prevention of these biases.*

*SECTION 27. CREATION OF A CITY TRIPARTITE COMMITTEE TO MONITOR THE IMPLEMENTATION OF LABOR STANDARDS. – There shall be a Tripartite Committee composed of representatives from PESO, organized labor and association of employers.*

*The Tripartite Committee shall be tasked to:*

- a. monitor the implementation of labor standards set under this Code;*
- b. establish a Labor Assistance Desk where women workers could file complaints or seek legal assistance or advice on labor issues to promote industrial peace;*
- c. recommend to the City Council measures to address issues or complaints lodged with the Labor Assistance Desk;*
- d. formulate rules or mechanics for monitoring labor standards; and*
- e. conduct regular labor standards orientation for the City's women workers in coordination with PESO and/or Department of Labor and Employment Quezon City Field Office (DOLE-QCFO).*

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**SECTION 28. CREATION OF DISTRICT PRIDE COUNCILS AND ITS FUNCTIONS IN THE SIX (6) DISTRICTS OF QUEZON CITY.** – In accordance with Quezon City Ordinance No. SP-3081, S-2021, the District Pride Council is constituted in every district of Quezon City. It shall be the focal group that would handle all issues in their respective districts, as well as implement the existing policies, programs, projects and activities for the LGBTQIA+ community and such functions laid down in Section 3 of the said Ordinance.

**SECTION 29. IMPLEMENTING RULES AND REGULATIONS.** – Upon the effectivity of this Ordinance, a Drafting Committee to formulate the Implementing Rules and Regulations (IRR) necessary to carry out the provisions of this Ordinance shall be convened by the City GAD Council, with the assistance of the GAD TWG.

**SECTION 30. COMPLIANCE REPORT.** – Within six (6) months from the effectivity of this Code and every six (6) months thereafter, all City Government department and instrumentalities shall submit a report to the Quezon City Council their compliance with this Code.

**SECTION 31. APPROPRIATION.** – For the effective implementation of this Ordinance, the City Government shall appropriate five percent (5%) of the City’s Annual Development Fund in pursuance of Republic Act No. 7192, Republic Act No. 9710 and PCW-DILG-DBM-NEDA JMC 2013-01. Further, such other funds necessary for the implementation of the provisions of the aforesaid national and local laws incorporated in this Code shall be appropriated by the Quezon City Government in accordance with the appropriation or funding clause of the corresponding national law and/or local ordinance.

**CHAPTER III  
Final Provisions**

**SECTION 32. INDEPENDENT ACTION FOR DAMAGES.** – Nothing in this Ordinance shall preclude the victim of sexual harassment, abuse, exploitation and discrimination from instituting a separate and independent action for damages and other affirmative relief.

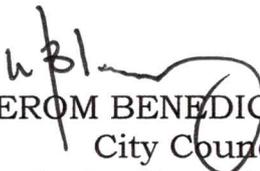
**SECTION 33. SEPARABILITY CLAUSE.** – If, for any reason, any section or provision of this Ordinance is declared unconstitutional or invalid, the other sections or provision thereof which are not affected thereby, shall continue to be in full force and effect.

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SECTION 34. EFFECTIVITY CLAUSE. – This Ordinance shall take effect after its publication in a newspaper of general circulation, and after posting of copies in conspicuous locations within Quezon City.

ENACTED: October 16, 2024.

  
WENCEROM BENEDICT C. LAGUMBAY  
City Councilor  
Acting Presiding Officer

ATTESTED:

  
ATTY. JOHN THOMAS S. ALFEROS, III  
City Government Department Head III  
(City Council Secretary)

APPROVED: JUN 27 2025

  
MA. JOSEFINA G. BELMONTE  
City Mayor

CERTIFICATION

This is to certify that this Ordinance was APPROVED by the City Council on Second Reading on October 16, 2024 and was PASSED on Third/Final Reading under Suspended Rules on the same date.

  
ATTY. JOHN THOMAS S. ALFEROS, III  
City Government Department Head III  
(City Council Secretary)