



MINDORO STATE UNIVERSITY EQUAL EMPLOYMENT OPPORTUNITY PRINCIPLE (EEOP)

I. RATIONALE

The Mindoro State University upholds and recognizes the value of equality and diversity among all pillars and elements of human resource management systems.

Guided by CSC Memorandum Circular 24 s. of 2016, which provides guidelines in the institutionalization of Equal Employment Opportunity Principle (EEOP) in all areas of human resource, particularly, its core systems on Recruitment, Selection and Placement (RSP), Learning and Development (L&D), Performance Management (PM), and Rewards and Recognition (R&R), MinSU establishes its internal guidelines on EEOP. This policy shall remove all barriers and discrimination in all personnel actions and employment decisions in terms of recruitment, selection and promotion, learning and development opportunities, performance evaluation and rewards and benefits. The University is an equal opportunity employer that protects all employees and provides equal opportunity and sustain an efficient and productive workforce whose diversity on account of age, gender preference, sexual orientation and gender identity, civil status, disability, religion, ethnicity, political affiliation, or any other characteristic protected by law are recognized and respected, subject to the University needs and requirements.

This policy also allows MinSU employees access to all services that MinSU is providing without regard to race, color, religion, age, sex, marital status, domestic partnership, disability, sexual orientation, familial status, gender identity and source of income.

Further, MinSU ensures that the applicants for employment are protected against any form of discrimination, thus no person with disability shall be denied access to employment opportunity in MinSU.

II. SCOPE

The MinSU Equal Employment Opportunity (EEOP) policy applies to all employees of the University covering the four (4) functional areas of human resource management, such as:



- Recruitment, Selection and Placement (RSP)
- Learning and Development (L&D)
- Performance Management (PM)
- Rewards and Recognition (R&R)

The policies and principles of EEOP also apply to all Job Order personnel, personnel on Contract of Service who are temporarily engaged by MinSU and any other persons or agencies with a Memorandum of Agreement/ Understanding with the University.

III. PROCEDURE

A. Recruitment, Selection and Placement (RSP)

MinSU administers EEO policy fairly and consistently hence it is committed to implement the following:

The University President shall ensure that at least one per cent (1%) of all positions in MinSU shall be reserved for persons with disability in accordance with sec. 1, Par 3, RA 10524.

MinSU administers Equal Employment Opportunity Principle (EEOP) fairly and consistently hence it is committed to implement the following:

a. Publication/ Announcement of Vacancy

1. Job descriptions shall specify the "essential functions" of the position such as major responsibilities and duties. It should indicate qualification standards such as Education, Experience, Eligibility, Training and Competencies (EEETC), that may be adopted for future implementation. All requirements must be job related and not tailored to a particular individual.
2. MinSU shall not print or publish or cause the printing, in any form of media, including the internet, any notice of advertisement relating to employment, suggesting preferences, limitations, specifications and discrimination or decline any employment application because of an individual's age, gender, civil status, disability, religion, ethnicity, social status, income, class, political affiliation or



other similar factors / personal circumstances which run employment opportunity.

3. The vacancy notice should include the EEOP statement:

“MinSU highly encourages all interested and QUALIFIED applicants including persons with disability (PWD), members of indigenous communities and those with diverse sexual orientation, gender identity and expression (SOGIE).”

b. Administration of Prequalifying Examination, Technical, Skills or Trade Test

1. Applicants with special needs (physically challenged, pregnant women, etc.) shall be given assistance such as, wheelchairs, ramps and other aids during the application process and examinations:

- a) Qualified interpreters or other effective methods of delivering materials to individuals with hearing impairments.
- b) Qualified readers, taped tests, or other effective methods of delivering materials to individuals with visual impairments.
- c) Acquisition or modification of equipment or devices.

2. The venue of examinations may be arranged to be accessible to applicant(s) with disability. The University Nurse shall assist, as needed, for health-related concerns and the University vehicle is ready for emergency concerns of applicants.

3. Incorporates Gender and Development (GAD) perspectives in the prequalifying examination;

c. Interview Process

1. To be able to provide access to person/ applicant with mobility disability, the interview location or site may be arranged to lower ground.
2. The HRMO shall inform the HRMPSB on the diverse status of applicants during the initial meeting and orient them with the assistance and consideration that MinSU has accorded to them.



3. During the interview process, all questions directed to applicants shall be related to the position for which they have applied for.

B. Learning and Development (L&D)

- a. All employees of MinSU shall be provided with opportunity to attend development intervention with at least one (1) intervention per year regardless of gender, status, disability, religion and ethnicity or political affiliation. Recommendation/s to attend HR intervention/s should be solely based on the training needs analysis, competencies and performance.
- b. MinSU shall promote EEOP for differently abled personnel through development intervention opportunities and other related activities.

C. Performance Management

- a. Subject to all existing policies of MinSU, there shall be no discrimination in the implementation of performance management system on account of age, gender, civil status, disability, religion, ethnicity, social status, income, class, political affiliation, or other similar factors/ personal circumstances which run counter to the principles of equal employment opportunity. The EEOP policy shall be imposed in the implementation of performance management strategies and tools such as the Strategic Performance Management System (SPMS)
- b. Consistent with the equal opportunity principle, MinSU shall provide enabling support for differently abled MinSU personnel or faculty members, particularly in the preparation of Office Performance Commitment and Review (OPCR) and Individual Performance Commitment and Review (IPCR) to be able to meet expected output.
- c. Recommendation/s for possible HR intervention/s relevant to the result of performance evaluation shall be based on the performance and competencies of the personnel and faculty members of MinSU.



- d. The distribution of tasks/ assignments of personnel/ faculty should be discussed by the supervisor and direct reports so that there will be consensus and agreements on commitments/ targets of the office/ department.
- e. Work areas that will ensure the safety and easy access of personnel who have physical limitations or health-related conditions must be provided.
- f. Pregnant personnel should not be given assignments/ tasks that may endanger their life as well as that of their unborn child.
- g. All personnel belonging to the Indigenous People's Group should not be given targets and activities which are contrary to their cultural beliefs and practices.

D. Rewards and Recognition (R&R)

- a. Subject to all existing policies of MinSU, the rewards and recognition of personnel and faculty shall be based on equal opportunity, merit, performance and accomplishments and not on age, gender, civil status, disability, religion, ethnicity, political affiliation or other similar factors/ personal circumstances which run counter to the principles of equal employment opportunity.
- b. MinSU shall promote equal opportunity to all teaching and non-teaching personnel in the nomination/ recommendation and identification of awards pursuant to the approved MinSU (Program on Awards and Incentives for Service Excellence) PRAISE Manual.
- c. Criteria for the selection shall be in accordance with the Equal Opportunity Principle (EOP) and the committee shall ensure that the final selection is fair and just.
The HRMO shall promptly report all incidents of discrimination or harassment and takes other appropriate measures to resolve the situation.



IV. EFFECTIVITY

This guideline shall take effect immediately unless superseded by an appropriate issuance.

Sgd

JOELÈNE C. LEYNES

VP for Admin. and Finance

HRMPSB (Non-Teaching)/ PMT/ FSDPSC Chairperson

Sgd

NEMESIO H. DAVALOS, Ph.D.

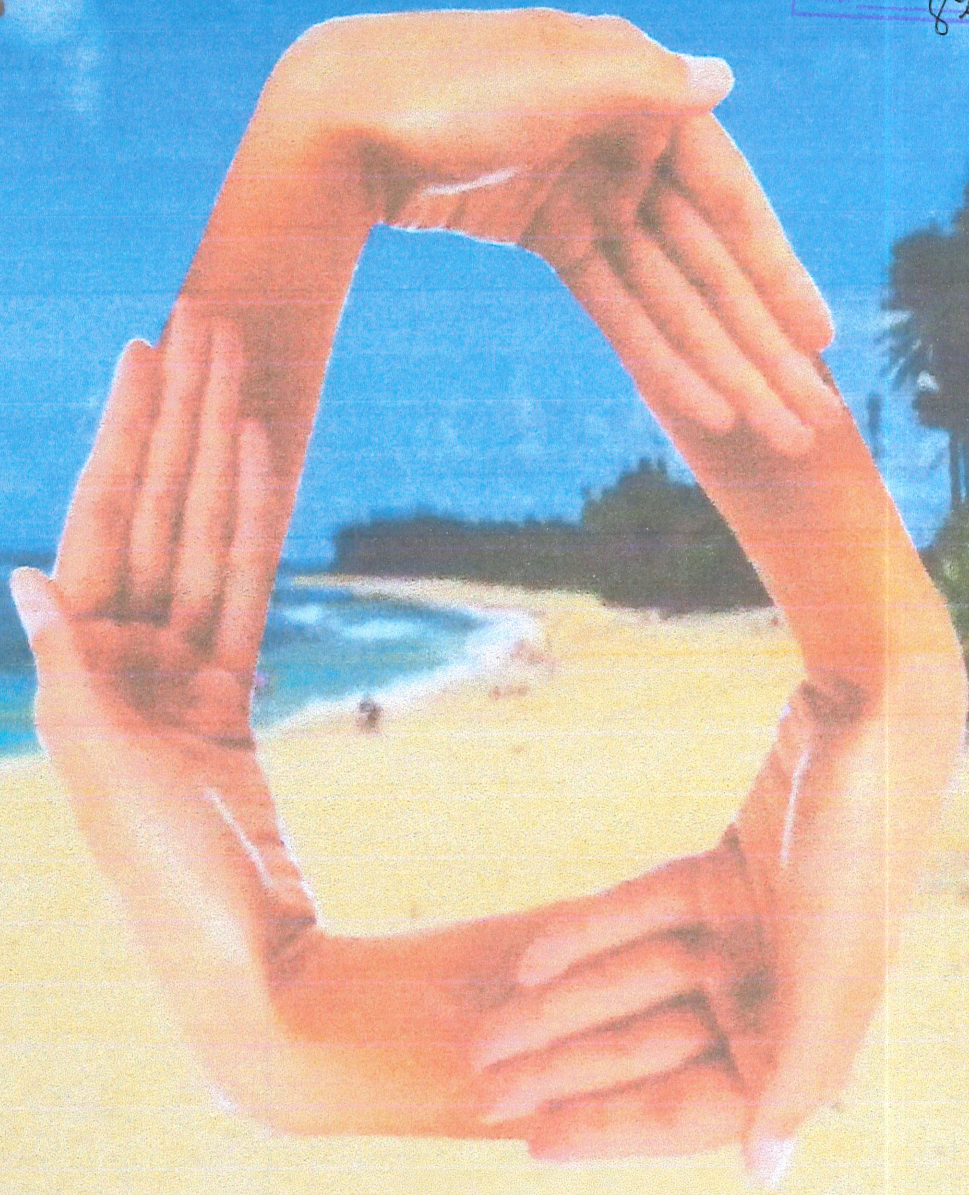
VP for Academic Affairs

HRMPSB (Teaching) Chairperson

Sgd

CHRISTIAN ANTHONY C. AGUTAYA, Ph.D.

OIC- Office of the University President



MBCEA

COLLECTIVE NEGOTIATION AGREEMENT

6th CNA

COLLECTIVE NEGOTIATION AGREEMENT
BETWEEN
MINDORO STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY
BONGABONG CAMPUS
AND MBC EMPLOYEES ASSOCIATION (MBCEA)

KNOW ALL MEN THESE PRESENTS:

This Collective Negotiation Agreement (CNA) entered into by and between:

The **MINDORO STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY BONGABONG CAMPUS** duly organized and existing under and by virtue of CHED Order No. 27, s. 2000 with principal office address at Labasan, Bongabong, Oriental Mindoro, hereinafter referred to as the "COLLEGE", represented by its President, **DR.LEVY B. ARAGO JR.**

and

The **MINDORO STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY BONGABONG CAMPUS EMPLOYEES ASSOCIATION (MBCEA)** a legitimate employees association duly organized and registered with the Department of Labor and Employment and the Civil Service Commission under Registration Certificate No. 1613 dated April 2, 2007 and accredited by the Civil Service Commission with Accreditation No. 682 dated June 2, 2008 with postal address at Labasan, Bongabong, Oriental Mindoro, hereinafter referred to as the "ASSOCIATION" represented by its President, **JOANNE MARIE O. SAPINIT** and its duly constituted Negotiating Panel members.

WITNESSETH that:

WHEREAS, the 1987 Constitution, among others provide that the right of the people including those employed in the public and private sectors to form unions, associations, or societies for purpose not contrary to law shall not be abridged (Section 8, Article III);

WHEREAS, Executive Order NO. 180, series of 1987, provides: "It shall guarantee the right of all workers to self-organization, collective bargaining and negotiations, and peaceful concrete activities in accordance with the law", the Constitution also provides;

6th CNA

WHEREAS, the MBCEA has been registered by the Bureau of Labor and Relation, Department of Labor and Employment, with Registration No. 1613, of 2007 and accredited by the Civil Service Commission under Certificate No. 682 and is the sole and exclusive bargaining agent for all non-teaching rank-and-file employees in the Mindoro State College of Agriculture and Technology Bongabong Campus;

WHEREAS, the COLLEGE and the ASSOCIATION now agree to enter into Collective Negotiation Agreement (CNA) for the purpose of establishing, maintaining and regulating the terms and conditions of employment through the proper observance of democratic processes compatible with Executive Order No. 180 and its Implementing Rules and Regulations, with the view of facilitating the peaceful adjustment of differences and grievances that may arise between the parties, and to promote harmony, efficiency, and productivity to the end that the COLLEGE, the ASSOCIATION and the general public may all mutually benefit, and finally promote and guarantee peace harmony in the spirit of cooperation;

NOW, THEREFORE, for and in consideration of the above premises, Mindoro State College of Agriculture and Technology Bongabong Campus and the MBC Employees Association do hereby bind themselves and mutually agree on the following terms and conditions.

ARTICLE I REGOGNITION OF MBCEA AS SOLE AND EXCLUSIVE NEGOTIATING UNIT

Section 1. The College hereby recognizes the MBCEA as the sole and exclusive collective negotiating unit of all non-teaching rank-and-file employees of the COLLEGE with respect to terms and conditions of employment.

Section 2. MBCEA AS SOLE AND EXCLUSIVE REPRESENTATIVE. The College agrees to deal only through, and directly with MBCEA on all matters and issues affecting the rights, benefits and interests of all rank-and-file employees as the negotiating unit during the effectivity of this Agreement.

ARTICLE II NEGOTIATING UNIT

The negotiating unit is composed of all rank-and-file employees of the college who are holding permanent positions and are bonafide members of MBCEA.

ARTICLE III DECLARATION OF PRINCIPLE

*Section 1. **PUBLIC INTEREST AND ETHICS.*** The COLLEGE recognizes public service as an essential component of sovereign power. It shall uphold the right of the employees and the ASSOCIATION to effective and reasonable participation at all levels of decision-making, particularly on terms and conditions of employment.

*Section 2. **COLLEGE PROGRAM AND OPERATION.*** The COLLEGE, cognizant of government's policy of transparency, recognizes the ASSOCIATION as an advocate of change for the growth, progress, and full development of the COLLEGE, and the right of the ASSOCIATION to assist management in the formulation, identification, and development of programs/projects of the COLLEGE.

*Section 3. **LOYALTY AND FIDELITY TO PUBLIC INTEREST.*** The ASSOCIATION and the COLLEGE are duty bound to see to it that the highest standards of ethics, morality, and fidelity to the public interest are observe.

*Section 4. **AUTHORITY.*** The MBCEA recognizes and respect the authority of the COLLEGE management and the implementation of existing laws governing terms and conditions of employment, establishment of policies, guidelines, rules and regulations on personnel actions; and the provision and maintenance of employee welfare and benefits provided under the law.

*Section 5. **PRODUCTIVITY AND INDEPENDENCE.*** The COLLEGE and MBCEA recognize the desirability of creating an environment that guarantees the productivity and independence of the ASSOCIATION.

*Section 6. **EQUALITY.*** The COLLEGE and MBCEA believe in the equality among men and women, and the eradication of all forms of discrimination, and thus, recognize the vital role of collective negotiation in pursuing their commitment towards a truly gender-responsive bureaucracy.

*Section 7. **INVALUABLE CONTRIBUTIONS.*** The COLLEGE recognizes the invaluable contribution of MBCEA in the formulation of policies, plans, and programs affecting the rights, career development, welfare, and benefits of employees, and on client service improvement.

*Section 8. **PROHIBITION AGAINST DISCRIMINATION.*** The COLLEGE hereby guarantees that there shall be no discrimination, in any manner or form, against any employee due to membership in, or lawful acts performed as an officer or member of MBCEA.

ARTICLE IV PRIVILEGES AND BENEFITS

PRIVILEGES AND BENEFITS. All privileges and benefits that are not provided for in this agreement but which are presently accorded or maybe in the future be accorded to employees shall not be discontinued by the COLLEGE, unless otherwise provided by law.

All privileges and benefits like the Collective Negotiation Agreement incentives shall be granted as authorized under the Public Sector-Labor Management Council (PSLMC) Resolution No. 4, s. 2002 for State Universities and Colleges (SUCs), National Government Agencies, and Local Government Units and Administrative Order No. 135, subject to strict compliance with the conditions specifies in Budget Circular No. 2006-1.

*Section 1. **OFFICIAL TIME/UNION TIME OFF.*** Official time shall be granted by the COLLEGE to MBCEA officers and members in order to accomplish representation duties. Union time-off although on official time should not be construed as official business. Hence, any attendance expenses shall be borne by the employees association.

*Section 2. **ASSOCIATION'S ECONOMIC PROJECTS.*** MBCEA shall be allowed to engage in any economic projects and income-generating activities that will redound to the benefits of its members, provided that these are not contrary to law, morals, public orders, public policy, Commission on Audit Rules and Regulations and the COLLEGE policies.

*Section 3. **PROVISION OF SERVICE VEHICLES.*** The COLLEGE agrees to provide service vehicles for the use of MBCEA in attending official meetings called by any government agency, labor union federations, and other duly accredited organizations that will advance the interest of the MBCEA, subject to the availability of said vehicle.

ARTICLE V ASSOCIATION SECURITY

*Section 1. **MEMBERSHIP IN THE ASSOCIATION.*** All rank-and-file employees of the COLLEGE who are members of the MBCEA as of date of signing of this agreement shall continue to remain as the members and all others shall be eligible to become members of the MBCEA on voluntary basis.

*Section 2. **CHECK-OFF.*** The COLLEGE shall deduct from the salaries every association member the regular association dues and such other fees and assessments that the ASSOCIATION may have. In the case of fees and assessment, other than the monthly 6th CNA

union dues, the UNION shall present proper authorization, either board resolution or individual undertaking, the COLLEGE allowing such fees and assessment. In implementing this provision there should be a written authorization from the members.

*Section 3. **ORGANIZATION STRUCTURE.*** The MBCEA shall be considered as partner of the College in evolving development programs/projects of the COLLEGE on the issues and concerns allowed under EO No. 180, series of 1987, and its Implementing Rules thereof. The MBCEA is recognized as an advocate of change for growth, progress, and full development of the COLLEGE and its employees.

*Section 4. **COLLECTION PROCEDURES.*** For smooth implementation of the above provisions in Section 3 and Section 4 of Article V, the mechanisms provided herein will be strictly observed:

- a. The MBCEA Treasurer shall collect from every employee member the regular association dues, and such other fees and assessment that the ASSOCIATION may have.

Non-association members who refuse or fail to pay Agency fee shall not be entitled to receive any of the benefits that may be granted by virtue of this Agreement, subject to existing rules and regulations applicable on this matter.

*Section 5. **AGENCY FEE.*** The COLLEGE shall deduct from the salaries of all non-members and enjoy the benefits under this Collective Negotiation Agreement an amount equal to the duly prescribed annual or monthly dues commencing from the start of the said negotiations until its subsequent approval. Authorization, however, is not required for the deduction of the Agency fee. The ASSOCIATION shall strive to work for and negotiate on benefits and conditions for all members of the negotiation unit regardless of membership in the ASSOCIATION and ensure that these are applied equally to all.

ARTICLE VI EMPLOYEES AND MANAGEMENT RELATIONS

*Section 1. **REPRESENTATION IN COLLEGE COMMITTEES/ COUNCILS/ BOARDS.*** The COLLEGE hereby agrees that MBCEA President and/or authorized representatives shall be automatic members in the planning board/body of the COLLEGE and other committees pertaining to any program for reorganization or internal restructuring involving the creation, abolition or reclassification of positions that concerns the rank-and-file employee.

ARTICLE VII EDUCATIONAL AND PROFESSIONAL DEVELOPMENT

*Section 1. **RECOGNITION OF EMPLOYEES DEVELOPMENT.*** The COLLEGE shall promote a staff development program to include formal degree educational programs, study grants, seminars and workshops, conferences and conventions, and other similar development programs which the COLLEGE may deem necessary, subject to the College's rules and other related laws and availability of funds.

*Section 2. **PROFESSIONAL GROWTH.*** MBCEA members may enroll in as many subjects or equivalent number of units as he/she is capable of handling, provided his/her attendance in classes is done after office hours and subject to existing Civil Service Rules and Regulations and College policies.

*Section 3. **STUDY LEAVE.*** The COLLEGE shall grant study leave privileges to MBCEA members who are about to take board/bar exams or who are writing their theses/dissertations, as provided under Civil Service Law, Rules and Regulations, subject to the guidelines to be formulated later.

*Section 4. **REVIEW OF CAREER AND PERSONNEL DEVELOPMENT PLAN.*** The COLLEGE and MBCEA agree to review the career and personnel development plan.

ARTICLE VIII SAFETY AND HEALTH

*Section 1. **SAFETY AND HEALTH REQUIREMENTS.*** The COLLEGE shall conform to and comply with applicable regulations requiring safety, health, and sanitary working conditions prescribed by law whenever possible.

*Section 2. **FREE ANNUAL DENTAL AND MEDICAL SERVICES.*** The COLLEGE shall provide free dental and medical services which are available in the College Clinic.

ARTICLE IX SPORTS/RECREATIONAL AND SOCIAL DEVELOPMENT

*Section 1. **SPORTS DEVELOPMENT AND RECREATIONAL PROGRAM.*** The COLLEGE shall implement sports development and recreational program to enhance the physical and mental well-being of the employees. The COLLEGE shall allocate an amount not exceeding One Thousand Two Hundred pesos (Php. 1,200.00) based on the provision of the General Appropriation Act (GAA) per employee-participants to be issued for the 6th CNA

purchased of costumes or uniform, and other related expenses in the conduct of cultural and athletic activities.

*Section 2. **SOCIAL DEVELOPMENT.*** The COLLEGE and MBCEA shall provide opportunities for employees' social development, to enhance teamwork, morale, and productivity.

*Section 3. **HUMAN RESOURCE IMPROVEMENT.*** To avoid Human Resource problem the following will be strictly observed:

a. The ASSOCIATION obliged to marshall its ranks to avoid the incidence of tardiness by 5% and absenteeism by 5% and counsel its members who are frequently tardy or absentee.

b. The ASSOCIATION obliged to marshall its ranks that all its members will wear the prescribed complete uniform on the day by the COLLEGE subject to exceptions for those who are on field work, official travel, pregnant women, bereavement period, special occasions of the college like MinSCAT Anniversary, CSC Celebration or Christmas where certain attire is required, and during inclement weather.

ARTICLE X GRIEVANCE MACHINERY

Section 1. The parties agree that any complaint arising from the ASSOCIATION shall be disposed of in accordance with the pertinent provisions set by the COLLEGE and other CSC rules and regulations.

Section 2. The member of the MBCEA shall be represented by the president or an authorized representative.

ARTICLE XI COST SAVING MEASURES

*Section 1. **COST SAVING MEASURES.*** The MBCEA shall assist the Management in ensuring the efficient implementation of the cost saving measures prescribed by the management, particularly in the delivery of the basic services to the people at a lesser cost.

Section 2. AUSTERITY MEASURE. All employees shall adopt the austerity program of the management all throughout the life of CNA by faithfully complying with the following: recycling of used supplies; putting off of lights and air condition units, and the like every afternoon break and every office hour and observe water conservation.

Section 3. INCOME GENERATING PROJECTS. The ASSOCIATION shall be encourage to undertake income generating projects to augment the income.

ARTICLE XII ENTIRETY AND MODIFICATION CLAUSE

Section 1. The Collective and Negotiation Agreement comprises the entire agreement between the parties on such terms and conditions and provisions and supersedes all previous communications, representations or agreements, either verbal or written, between the parties with respect to said matters. Both parties agree that negotiations shall not be reopened on any of the terms and provisions contained in this agreement during the life Agreement except by mutual consent or as otherwise provided herein.

Section 2. During the effectivity of the Agreement, the ASSOCIATION shall promote peace and harmony within the ranks. It shall cooperate with COLLEGE in the implementation of directives from proper authorities in line with existing political, economical, and social conditions of the country.

ARTICLE XIII SEPARABILITY CLAUSE

Any provision(s) of this Agreement which is contrary to law or declared invalid by any court of competent jurisdiction, or which may be subsequently modified or amended by the parties shall automatically be invalidated but all other provisions or applications not affected thereby shall continue to be in force and in effect.

ARTICLE XIV EFFECTIVITY AND DURATION

Section 1. This Agreement shall become effective after the signing of this Agreement and shall remain in effect within three (3) years as per Executive Order No. 180 or until rendered inoperative.

6th CNA

Section 2. If during the duration of this Agreement, certain improvements on the terms are found to be appropriate and beneficial to both parties, corresponding amendments shall be introduced.

Section 3. Both parties agree to meet at least thirty (30) days prior to the expiry of this Agreement for the purpose of negotiating for a new agreement to govern the parties.

ARTICLE XV CONTINUITY CLAUSE

Both parties agree to meet at least thirty (30) days prior to this Agreement for the purpose of negotiating for a new agreement to govern the relations of both parties. If no agreement is reached at the expiration of this Agreement, the Agreement shall remain in full force and effect until a new agreement is reached, which shall retro-act to the first day immediately following the expiration.

ARTICLE XVI COLLECTIVE NEGOTIATION INCENTIVE

) **Collective Negotiation Incentives.** Both parties agreed to have a cost saving measure without prejudice to the implementation of programs and activities of the COLLEGE. On recognition on the effort of both parties, the CNA Incentive may be paid to all ASSOCIATION members every year that savings are generated during the life of the CNA (Section 5, Administrative Order No. 135, s. 2006).

IN WITNESS WHEREOF, the parties hereto, by their duly authorized representative have executed this **COLLECTIVE NEGOTIATION AGREEMENT** this 21st day of SEPTEMBER, 2023.

**Mindoro State College of Agriculture
& Technology Bongabong Campus**

MBC Employees Association

Sgd

LEVY B. ARAGO JR., Ph.D.
University President

Sgd

JOANNE MARIE P. SAPINIT, R.N.
President

WITNESSES:

Sgd

CIEDELLE P. SALAZAR, Ph.D.
Campus Executive Director

Sgd

ELVI C. ESCAREZ, Ph.D.
Campus Executive Director

Sgd

GREGORIA C. PESIGAN, Ed.D.
Adviser/Consultant

Republic of the Philippines)
Bongabong, Oriental Mindoro)

OCT 23 2023

In the Municipality of Bongabong, Oriental Mindoro, Philippines this _____ day
of _____, 2023 personally appeared before me:

Name	Valid ID No.	Issued at	Date Issued
DR. LEVY B. ARAGO, JR.	<u>PR</u>		
JOANNE MARIE O. SAPINIT	<u>PR</u>		

to me known to be the same persons who signed and executed the foregoing eleven (11)
pages documents, including this acknowledgement, and acknowledge before me that the
same is of their voluntary act and deed.

IN WITNESS WHEREOF, I have hereto set my hand and affixed my Notarial
Seal at the place and on the date above written.

Doc. No. 406
Page No. 83
Book No. 41V
Series No. 2073

ATTY. PRINCESS JANINE R. SY
NOTARY PUBL Sgd Oriental Mindoro
Notarial Commission No. 091-22 until 31 December 2023
Burgos St., Poblacion, Bongabong, Oriental Mindoro
Roll of Attorney's Number 78331
PTR No. 3036338A: Bongabong, Oriental Mindoro: 01-11-2023
IBP No. 282134: Oriental Mindoro: 01-10-2023
MCLE Compliance: Initial Compliance until 14 April 2025



Mindoro State University

Victoria, Oriental Mindoro 5205 Philippines

Email: universitypresident@minsu.edu.ph
Website: www.minsu.edu.ph
Mobile: +63 977 846 72 28



November 21, 2023

Hon. MA. THERESA C. FERNANDEZ

Director IV

Personnel Relations Office

Civil Service Commission

Constitutions Hills, Batasang Pambansa Complex

Diliman 1126 Quezon City

Ma'am:

Respectfully submitting the lacking documents in compliance for the deficiency for the CNA Registration of the **Mindoro State of Agriculture and Technology Bongabong Campus Employees Association (MBCEA)**.

Attached herewith are:

1. Three notarized original copies of the signed CNA; and
2. Three notarized original copy of the statement that the CNA was posted in at least two (2) most conspicuous places in the principal address of the agency for at least seven (7) calendar days before the ratification by the members, indicating therein the places and inclusive dates of posting.

Thank you so much for the usual support.

Very truly yours,

Sgd

JOANNE MARIE O. SAPINIT, R.N.

MBCEA President



Mindoro State University

Victoria, Oriental Mindoro 5205 Philippines

Email: universitypresident@minsu.edu.ph
Website: www.minsu.edu.ph
Mobile: +63 977 846 72 28



October 23, 2023

Hon. MA. THERESA C. FERNANDEZ

Director IV

Personnel Relations Office

Civil Service Commission

Constitutions Hills, Batasang Pambansa Complex

Diliman 1126 Quezon City



Ma'am:

We have the honor to submit herewith the following documents as requirements for registration of our Sixth Collective Negotiation Agreement (CNA).

1. Three (3) notarized copies of the original CNA (certified under oath).
2. Original copy of the certification stating that the CNA was posted in conspicuous places in the three campuses for fifteen (15) calendar days before its ratification (certified under oath).
3. One Original copy of the Proof of Ratification (certified under oath).
4. Original copy of certification from the Human Resource Management Officer/Chief Administrative Officer of the College.
5. Certificate of Accreditation (Certified true copy)
6. Registration fee of one thousand pesos (1,000.00)
7. Reply Report Form – Profile of Union (Non-teaching)

Very truly yours,

Sgd

GREGORIA C. PESIGAN, Ed.D.

Adviser/Consultant

MBCEA



PRO Form No. _____

REPLY REPORT FORM

PROFILE OF UNION

Name of Union	MinSCAT Bongabong Campus Employees Association (MBCEA)
Name of Union President	JOANNE MARIE O. SAPINIT
Date of Union Registration	January 29, 2021 (No. 2044)
Date of Union Accreditation	June 2, 2008 (No. 682)

COLLECTIVE NEGOTIATIONS AGREEMENT (CNA)

Do you already have a CNA? (Please Check)

With CNA ☒	Without CNA _____
	Reasons for non-negotiation and/or agreement with management:
1 st CNA ☒	1. Improve working relations between the employee and management.
2 nd CNA ☒	2. Serve as partner of the management in its implementation of goals /objectives.
3 rd CNA ☒	3. Avail benefits due for the employee, if funds are available.
4 th CNA ☒	4. Uplift the working conditions of employees.
5 th CNA ☒	5. Improve workers' satisfaction and develop workforce potential.
6 th CNA ☒	6. Continuous support for professional development and provide a safe working environment.

REPORTORIAL REQUIREMENTS

Copy of Reportorial Requirements submitted to the DOLE under Section 1, rule VI, Amended Rules and Regulations of Executive Order No. 180: (Please supply information/check appropriate box).

1. Any amendments to its Constitution and by-laws and the minutes of adoption and ratification of such amendments, together with the signatures of members who ratified the same, within thirty (30) calendar days	Submitted: ☒	Not Submitted: _____
--	--	----------------------



from its adoption and ratification.		
2. Annual Audited financial reports within thirty (30) calendar days after the close of each calendar year.	Submitted: ☒	Not Submitted: _____
3. Updated list of newly-elected and appointed officers or agents, within thirty (30) calendar days after each regular or special election of officers or agents of the employees' organization.	List of Elected Officers	Position
	1. JOANNE MARIE O. SAPINIT	President
	2. EMLLEN M. BAGON	Vice President
	3. DAFFODYL D. FAMENIA	Secretary
	4. MARY JANE R. ALMAREZ	Treasurer
	5. BABY ANNE MARIE G. MAUHAY	Auditor
	6. RACHEL MARIE N. DELA CRUZ	P.I.O.
	7. ARMANDO B. RAMOS	Sgt. At Arms
	8. FRITZ DUSTIN M. FIEDALAN	Business Manager
Date of last election (if applicable)	January 25, 2023	
4. List of names of members within thirty (30) calendar days after the close of each calendar year.		Kindly refer to the attached sheet.

ELECTION OF UNION OFFICERS

As is those listed above are the present union officers.	



LIST OF MBCEA MEMBERS

NAME	POSITION	ADDRESS
MARY JANE R. ALMAREZ	Administrative Officer IV	
JOEY C. ASILO	Security Guard I	
EMLLEN M. BAGON	Accountant I	
MARK HARRIS M. DAGSAAN	Security Guard I	
ELREY C. DE CHAVEZ	Administrative Aide II	
FERDINAND M. DE JESUS	Administrative Aide III	
RACHEL MARIE N. DELA CRUZ	Registrar I	
MARIFE ANN S. DELOS SANTOS	Administrative Aide VI	
JANNA AYESHMA M. DILAO	Librarian I	
DAFFODYL D. FAMENIA	Administrative Officer I	
FRITZ DUSTIN M. FIEDALAN	Research Assistant	
JOEL N. GASANG	Farm Worker II	
RONALD F. GUTIERREZ	Administrative Aide II	
LINA B. JAVIER	Administrative Aide VI	
JOEL M. LUMAGUI	Administrative Aide III	
BABY ANNE MARIE G. MAUHAY	Administrative Aide VI	
LEONARDO M. PARAS	Security Guard I	
ARMANDO B. RAMOS	Security Guard II	
FELISA R. ROCHA	Administrative Officer I	
WINCHESTER L. ROXAS	Administrative Aide I	
JOANNE MARIE O. SAPINIT	Nurse II	
JIMMY D. VELASQUEZ	Farm Worker II	
ABARQUEZ, ALETH ATTILA D.	Guidance Counselor III	



CERTIFICATION

We, JOANNE MARIE O SAPINIT, President, and DAFFODYL D. FAMENIA, Secretary of the Mindoro State College of Agriculture and Technology Bongabong Campus Employees Association (MBCEA) attest the veracity and authenticity of the documents cited below, to be submitted to the CSC, Personnel Relation Office, in compliance with the requirements for the Registration of our Sixth (6th) Collective Negotiation Agreement (CNA).

These documents are the following:

1. Three (3) copies notarized original copies of the CNA.
2. Original copy of statement of the CNA was posted in two conspicuous places including the inclusive dates of posting.
3. Original copy of the proof of ratification of members from the three (3) campuses.

In lieu thereof, we have hereunto set our hands and affix our signatures.

Prepared by:

Sgd
DAFFODYL D. FAMENIA
MBCEA Secretary

Attested by:

Sgd
JOANNE MARIE O. SAPINIT, R.N.
MBCEA President

Republic of the Philippines)
Province of Oriental Mindoro) S.S.
MUNICIPALITY OF BONGABONG

OCT 23 2023

SUBSCRIBED and sworn to before me this _____ day of _____, 2023 at
Bongabong, Oriental Mindoro.

Doc. No. 407
Page No. 82
Book No. XIV
Series of 2023

ATTY. PRINCESS JANINE R. SY
NOTA
Notarial
Sgd
Burgos St., Poblacion, Bongabong, Oriental Mindoro
Roll of Attorney's Number 78331
PTR No. 3036338A: Bongabong, Oriental Mindoro; 01-11-2023
IBP No. 282134: Oriental Mindoro; 01-10-2023
MCLE Compliance: Initial Compliance until 14 April 2025



JOINT RESOLUTION No. 01, s. 2023

RESOLUTION SHOWING THE NAMES OF THE NON-TEACHING STAFF AND THEIR SIGNATURES AS PROOF OF THEIR RATIFICATION OF THE 6th COLLECTIVE NEGOTIATION AGREEMENT AS EMPLOYEES/MEMBERS OF THE NEGOTIATING AGENCY.

WHEREAS, the MINDORO STATE COLLEGE OF AGRICULTURE AND TECHNOLOGY BONGABONG CAMPUS was created by Republic Act No. 10596 as Amended by Republic Act No. 11006 and Resolution No. 004, s. 2021;

WHEREAS, the non-teaching staff have organized themselves into an indispensable union named the Mindoro State College of Agriculture and Technology Bongabong Campus Employees Association (MBCEA) that acknowledges the value for collective efforts and solidarity for the members;

WHEREAS, the MBCEA can serve as effective instrument of good industrial relation to boost efficiency in further expanding the services and other programs of the institution for the attainment of its goals and objectives;

WHEREAS, the MBCEA has acquired legal personality through registration at the Civil Service Commission (CSC) and the Department of Labor and Employment (DOLE);

WHEREAS, the forging of the Collective Negotiation Agreement has strengthen the facilitation in the participation of the rank-and-file in various decision-making venues of the college;

WHEREAS, the MBCEA has become the sole and exclusive representative of the faculty through accreditation with the CSC and DOLE; therefore, be it

RESOLVED, that we, non-teaching staff, take this means of showing our ratifying signatures as proof of our confirmation regarding our Sixth Collective Negotiation Agreement.

Approved this 2nd day of October, 2023 at Mindoro State College of Agriculture and Technology - Bongabong Campus, Labasan, Bongabong, Oriental Mindoro.



CERTIFICATION

This is to certify that one hundred percent of the total rank and file employees of the Mindoro State College of Agriculture and Technology Bongabong Campus are members of the MinSCAT Bongabong Campus Employees Association (MBCEA). Attached is the list of the members, their position and signatures.

1. MARY JANE R. ALMAREZ	Administrative Officer IV
2. JOEY C. ASILO	Security Guard I
3. EMLN M. BAGON	Accountant I
4. MARK HARRIS M. DAGSAAN	Security Guard I
5. ELREY C. DE CHAVEZ	Administrative Aide II
6. FERDINAND M. DE JESUS	Administrative Aide III
7. RACHEL MARIE N. DELA CRUZ	Registrar I
8. MARIFE ANN S. DELOS SANTOS	Administrative Aide VI
9. JANNA AYESHMA M. DILAO	Librarian I
10. DAFFODYL D. FAMENIA	Administrative Officer I
11. FRITZ DUSTIN M. FIEDALAN	Research Assistant
12. JOEL N. GASANG	Farm Worker II
13. RONALD F. GUTIERREZ	Administrative Aide II
14. LINA B. JAVIER	Administrative Aide VI
15. JOEL M. LUMAGUI	Administrative Aide III
16. BABY ANNE MARIE G. MAUHAY	Administrative Aide VI
17. LEONARDO M. PARAS	Security Guard I
18. ARMANDO B. RAMOS	Security Guard II
19. FELISA R. ROCHA	Administrative Officer I
20. WINCHESTER L. ROXAS	Administrative Aide I
21. JOAN MARIE O. SAPINIT	Nurse II
22. JIMMY D. VELASQUEZ	Farm Worker II
23. ABARQUEZ, ALETH ATILA D.	Guidance Counselor III

Sgd

MARY JANE R. ALMAREZ
Administrative Officer IV

Noted:

Sgd

CIEDELLE P. SALAZAR, Ph.D.
Campus Executive Director

OCT 23 2023

SUBSCRIBED AND SWORN to before me this _____ day of _____, 2023
in Bongabong, Oriental Mindoro, affiant to me her valid Identification Document
No. _____ issued at Bongabong, Oriental Mindoro

Doc. No. 408 ;
Page No. 62 ;
Book No. XIV ;
Series 2023

ATTY. PRINCESS JANINE R. SY
NOTARY PUBLIC
Notarial Commission _____
Burgos St., Poblacion, Bongabong, Oriental Mindoro
Roll of Attorney's Number 78331
PTR No. 3036338A: Bongabong, Oriental Mindoro: 01-11-2023
IBP No. 282134: Oriental Mindoro: 01-10-2023
MCLE Compliance: Initial Compliance until 14 April 2025

Sgd



LIST OF MBCEA MEMBERS

NAME	POSITION	ADDRESS	SIGNATURE
MARY JANE R. ALMAREZ	Administrative Officer IV		
JOEY C. ASILO	Security Guard I		
EMLLEN M. BAGON	Accountant I		
MARK HARRIS M. DAGSAAN	Security Guard I		
ELREY C. DE CHAVEZ	Administrative Aide II		
FERDINAND M. DE JESUS	Administrative Aide III		
RACHEL MARIE N. DELA CRUZ	Registrar I		
MARIFE ANN S. DELOS SANTOS	Administrative Aide VI		
JANNA AYESHMA M. DILAO	Librarian I		
DAFFODYL D. FAMENIA	Administrative Officer I		
FRITZ DUSTIN M. FIEDALAN	Research Assistant		
JOEL N. GASANG	Farm Worker II		
RONALD F. GUTIERREZ	Administrative Aide II		
LINA B. JAVIER	Administrative Aide VI		
JOEL M. LUMAGUI	Administrative Aide III		
BABY ANNE MARIE G. MAUHAY	Administrative Aide VI		
LEONARDO M. PARAS	Security Guard I		
ARMANDO B. RAMOS	Security Guard II		
FELISA R. ROCHA	Administrative Officer I		
WINCHESTER L. ROXAS	Administrative Aide I		
JOAN MARIE O. SAPINIT	Nurse II		
JIMMY D. VELASQUEZ	Farm Worker II		
ABARQUEZ, ALETH ATILA D.	Guidance Counselor III		



CERTIFICATION

This is to certify that one hundred percent of the total non-teaching employees of the Mindoro State University Main Campus are members of the MinSCAT Bongabong Campus Employees Association (MBCEA). Attached is the list of the members, their position and signatures.

1	ARAGO, LEVY JR. B.	University President	—	—
2	ASI, MARYNEL N.	Administrative Assistant II	—	—
3	ATIENZA, FRANCISCO D.	Administrative Aide IV	—	—
4	ATIENZA, ROMUALDO A.	Security Guard I	—	—
5	BAGON, EMLN M.	Accountant I	—	—
6	BUMOHYA, HEIDELITA G.	Guidance Counselor III	—	—
7	CANTOS, MARLON R.	Administrative Aide IV	—	—
8	CASTILLO, ANTHONY B.	Security Guard I	—	—
9	CASTILLO, VICTORIA M.	Administrative Aide VI	—	—
10	CASTILLO, ROBENSON J.	Administrative Aide V	—	—
11	DE JESUS, JULIO G.	Security Guard I	—	—
12	DIVINA, MARIA KATHLEEN	Administrative Aide IV	—	—
13	DURAN, CELSO M.	Farm Worker II	—	—
		Administrative Officer V	—	—
14	EMPLEO, DORINA T.	(Cashier III)	—	—
15	EMPLEO, JUN KENNETH T.	Administrative Aide IV	—	—
16	ESCORPESO, MARILYN M.	Administrative Aide VI	—	—
		Administrative Officer V	—	—
17	FADRIQUELAN, MELGAR G.	(Records Officer III)	—	—
18	GALORIO, GEORGE C.	Farm Worker II	—	—
19	GARCIA, MARIANNE B.	Nurse II	—	—
20	HERNANDEZ, ANTONIO A.	Security Guard I	—	—
21	HERNANDEZ, GENELITA E. EdD	Board Secretary V	—	—
22	HORA, NEDEN GRACE D.	Dentist II	—	—
23	ICALLA, NEIL L.	Agricultural Technologist	—	—
24	INCIONG, VIRGILIO I.	Administrative Aide III	—	—
25	LAMBOLOTO, RHEA M.	Administrative Aide VI	—	—
26	LEYNES, ARIEL A.	Farm Worker II	—	—
27	LIWANAG, JOEY V.	Administrative Aide I	—	—
28	MAMINTA, ESPERANZA	Registrar III	—	—
29	MANALO, DENNIS A.	Farm Worker II	—	—
30	MANALO, GERMAN P.	Farm Worker II	—	—
31	MANALO, LYLANIE JANE T.	Administrative Assistant III	—	—
32	MANALO, KEMBERLY	Administrative Aide III	—	—
33	MANALO, REYNALDO S.	Science Research Specialist I	—	—
34	MANSALAPUZ, MA. SHIELA P.	Planning Officer I	—	—
35	MAYUGA, ARGIE P.	Farm Worker II	—	—
36	MINESTERIO, FELIX A.	Administrative Aide IV	—	—
37	MERHAN, JOHN EMMANUEL M.	S. Research Assistant II	—	—
38	MINA, LOVELY N.	Administrative Assistant III	—	—
39	PEREZ, JERRY M.	Administrative Aide III	—	—
40	RECAÑA, CRISPIN Q.	Farm Worker II	—	—
41	REYES, FILOMENA P.	Chief Administrative Officer	—	—



Mindoro State University

Victoria, Oriental Mindoro 5205 Philippines

Email: universitypresident@minsu.edu.ph
Website: www.minsu.edu.ph
Mobile: +63 977 846 72 28



42	RICO, RENIELITO C.	Administrative Assistant II	—
43	ROXAS, NOEL A.	Administrative Aide IV	—
44	ROXAS, ROVELYN P.	Administrative Officer V	—
		Administrative Officer IV-	
		HRMO II	—
45	SIGUE, ZEA FIEL V.	Accountant III	—
46	SISCAR, MARIA CRISTINA D.	Administrative Aide III	—
47	SUMAGUE, JESSA B.	College Librarian III	—
48	TEMPLANZA, NATIVIDAD R.	Administrative Officer V	—
		(Supply Officer III)	—
49	ULEP, ANSELMO JR. R.	Administrative Aide IV	—
50	ULEP, JOSEPH R.	Administrative Aide V	—
51	UMPAD, ROOSEBELT L.	Farm Worker II	—
52	VIERNES, EDGAR P.	College Librarian I	—
53	VITO, FILIA OFILEA M.		
	CASUAL		
54	ALVIZ, ANNABELLE A.	Administrative Aide I	—
55	DIMAILIG, CAROL G.	Administrative Aide I	—

Sgd

ZEA FIEL V. SIGUE

Administrative Officer IV

Noted:

Sgd

FILOMENA P. REYES

Chief Administrative Officer

OCT 23 2023

SUBSCRIBED AND SWORN to before me this _____ day of _____, 2023
in Bongabong, Oriental Mindoro, affiant to me her valid Identification Document
No. _____ issued at Bongabong, Oriental Mindoro

Doc. No. 409 ;
Page No. 82 ;
Book No. 114 ;
Series 2023

ATTY. PRINCESS JANINE R. SY

NOTARY PUBLIC in and for the Philippines
Notarial Commission No. _____, expires _____ September 2023
Burgos St., Poblacion, Bongabong, Oriental Mindoro
Roll of Attorney's Number 78331
PTR No. 3036338A: Bongabong, Oriental Mindoro; 01-11-2023
IBP No. 282134: Oriental Mindoro; 01-10-2023
MCLE Compliance: Initial Compliance until 14 April 2025



LIST OF MBCEA MEMBERS

NAME	POSITION	ADDRESS	SIGNATURE
ARAGO, LEVY JR. B.	University President		
ASI, MARYNEL N.	Administrative Assistant II	M	
ATIENZA, FRANCISCO D.	Administrative Aide IV		
ATIENZA, ROMUALDO A.	Security Guard I		
BAGON, EMLLEN M.	Accountant I	P	
BUMOHYA, HEIDELITA G.	Guidance Counselor III	L	
CANTOS, MARLON R.	Administrative Aide IV	S	
CASTILLO, ANTHONY B.	Security Guard I		
CASTILLO, VICTORIA M.	Administrative Aide VI		
CASTILLO, ROBENSON J.	Administrative Aide V		
DE JESUS, JULIO G.	Security Guard I	M	
DIVINA, MARIA KATHLEEN B.	Administrative Aide IV		
DURAN, CELSO M.	Farm Worker II		
EMPLEO, DORINA T.	Administrative Officer V (Cashier III)		
EMPLEO, JUN KENNETH T.	Administrative Aide IV		
ESCORPESO, MARILYN M.	Administrative Aide VI		
FADRIQUELAN, MELGAR G.	Administrative Officer V (Records Officer III)		
GALORIO, GEORGE C.	Farm Worker II		
GARCIA, MARIANNE B.	Nurse II	II	
HERNANDEZ, ANTONIO A.	Security Guard I		
HERNANDEZ, GENELITA E. ED.D.	Board Secretary V Assistant Professor IV		
HORA, NEDEN GRACE D.	Dentist II	I	



Mindoro State University

Victoria, Oriental Mindoro 5205 Philippines

Email: universitypresident@minsu.edu.ph
Website: www.minsu.edu.ph
Mobile: +63 977 846 727 28

ICALLA, NEIL L.	Agricultural Technologist	
INCIONG, VIRGILIO I.	Administrative Aide III	
LAMBOLOTO, RHEA M.	Administrative Aide VI	
LEYNES, ARIEL A.	Farm Worker II	
LIWANAG, JOEY V.	Administrative Aide I	1
MAMINTA, ESPERANZA	Registrar III	2
MANALO, DENNIS A.	Farm Worker II	
MANALO, GERMAN M. P	Farm Worker II	
MANALO, LYLANIE JANE T.	Administrative Assistant III	
MANALO, KEMBERLY	Administrative Aide III	3
MANALO, REYNALDO S.	Science Research Specialist I	1
MANSALAPUZ, MA. SHIELA P.	Planning Officer I	
MAYUGA, ARGIE P.	Farm Worker II	
MINESTERIO, FELIX A.	Administrative Aide IV	
MERHAN, JOHN EMMANUEL M.	Administrative Aide VI	
MINA, LOVELY N.	Administrative Assistant III	
PEREZ, JERRY M.	Administrative Aide III	
RECAÑA, CRISPIN Q.	Farm Worker II	2
REYES, FILOMENA P.	Chief Administrative Officer	3
RICO, RENIELITO C.	Administrative Assistant II	1
ROXAS, NOEL A.	Administrative Aide IV	
ROXAS, ROVELYN P.	Administrative Officer V	
SIGUE, ZEA FIEL V.	Administrative Officer IV-HRMO II	
SISCAR, MARIA CRISTINA D.	Accountant III	
SUMAGUE, JESSA B.	Administrative Aide III	



TEMPLANZA, NATIVIDAD R.	College Librarian III	
ULEP, ANSELMO JR. R.	Administrative Officer V (Supply Officer III)	2 I
ULEP, JOSEPH R.	Administrative Aide IV	
UMPAD, ROOSEBELT L.	Administrative Aide V	
VIERNES, EDGAR P.	Farm Worker II	
VITO, FILIA OFILEA M.	College Librarian I	
CASUAL		
ALVIZ, ANNABELLE A.	Administrative Aide I	
DIMAILIG, CAROL G.	Administrative Aide I	1



CERTIFICATION

This is to certify that one hundred percent of the total rank-and-file employees of the Mindoro State University - Calapan City Campus are members of the Association of MinSCAT Employees (AME). Attached is the list of the members, their position, and their signatures.

1. ANNABELLE Q. MADRIGAL	Administrative Officer IV/HRMO II	—
2. MARIA CHELITA C. CATARROJA	Administrative Officer I	—
3. KEVIN CARLO M. MANIAUL	Administrative Officer I	—
4. CLARISE IRISH S. LOPEZ	Accountant I	—
5. MARIA MAJORIE M. CASTILLO	Nurse II	—
6. ANGELIE H. FERNANDEZ	Registrar II	—
7. LEONOR E. RUBIA	College Librarian I	—
8. DANIELA MAE P. DELOS SANTOS	Science Research Assistant	—
9. MACHERMIE R. LANDICHO	Administrative Aide VI	—
10. JUN-JUN V. DELOS REYES	Administrative Aide IV	—
11. CHRESALIZ M. ABDON	Administrative Aide III-Clerk I	—
12. BELENA C. ORNEDO	Administrative Aide III	—
13. JOSEPH A. DIOLOLA	Administrative Aide I	—
14. ZOREN F. PANTOJA	Administrative Aide I	—
15. LIWAYWAY B. RAYMUNDO	Administrative Aide I	—
16. BOBBY R. ALCAÑICES	Security Guard II	—
17. ROBERT M. BEJER	Security Guard I	—
18. REX A. ROGELIO	Security Guard I	—
19. GERARDO R. ULEP	Security Guard I	—
20. MANUEL B. DAIGAN	Const. & Maint. Man	—

Sgd

ANNABELLE Q. MADRIGAL
Administrative Officer IV / HRMO II

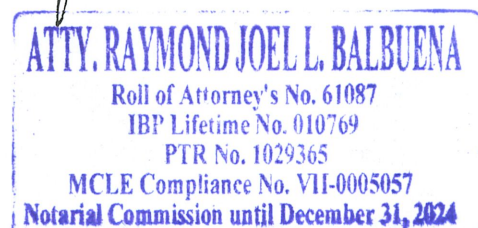
Sgd

ELVIC. ESCAREZ, Ph. D.
Campus Executive Director

SUBSCRIBED AND SWORN to before me this 31 AUG 2023 day of _____, 2023
in CALAPAN CITY, affiant to me her valid Identification Document
No. _____ issued at Calapan City, Oriental Mindoro

Sgd

Doc. No. 311;
Page No. 64;
Book No. 113;
Series of 2023





LIST OF AME MEMBERS

NAME	POSITION	ADDRESS	SIGNATURE
ANNABELLE Q. MADRIGAL	Administrative Officer IV/HRMO II		
MARIA CHELITA C. CATARROJA	Administrative Officer I		
KEVIN CARLO M. MANIAUL	Administrative Officer I	C	
CLARISE IRISH S. LOPEZ	Accountant I	T	
MARIA MAJORIE M. CASTILLO	Nurse II		
ANGELIE H. FERNANDEZ	Registrar II	I	
LEONOR E. RUBIA	College Librarian I	C	
DANIELA MAE P. DELOS SANTOS	Science Research Assistant	L C	
MACHERMIE R. LANDICHO	Administrative Aide VI	C	
JUN-JUN V. DELOS REYES	Administrative Aide IV	I	
CHRESALIZ M. ABDON	Administrative Aide III-Clerk I		
BELENA C. ORNEDO	Administrative Aide III	I	
JOSEPH A. DIOLOLA	Administrative Aide I	C	
ZOREN F. PANTOJA	Administrative Aide I	I	
LIWAYWAY B. RAYMUNDO	Administrative Aide I	T	
BOBBY R. ALCAÑICES	Security Guard II	I	
ROBERT M. BEJER	Security Guard I	C	
REX A. ROGELIO	Security Guard I		
GERARDO R. ULEP	Security Guard I	T	
MANUEL B. DAIGAN	Const. & Maint. Man		



November 21, 2023

Hon. MA. THERESA C. FERNANDEZ

Director IV
Personnel Relations Office
Civil Service Commission
Constitutions Hills, Batasang Pambansa Complex
Diliman 1126 Quezon City

Ma'am:

This is to inform your honorable office that the copies of our signed Sixth Collective Negotiation Agreement were posted in two conspicuous places in MinSU Bongabong Campus for at least seven calendar days before our ratification, held on October 2, 2023. The data are shown below:

CAMPUS ADDRESS	DATE OF POSTING	PLACES
MINSCAT - Bongabong Campus Labasan, Bongabong, Oriental Mindoro	September 22, 23, 24, 25, 26, 27, 28, October 1, 2023	➤ Administration Office - Bulletin Board ➤ Faculty Room – Bulletin Board

Thank you very much for your untiring support.

Very truly yours,

Sgd
JOANNE MARIE O. SAPINIT, R.N.
President, MBCEA

Republic of the Philippines)
Province of Oriental Mindoro)S.S.
MUNICIPALITY OF BONGABONG

SUBSCRIBED and sworn to before me this NOV 21 2023 day of _____, 2023 at
Bongabong, Oriental Mindoro.

Doc. No. 265 ;
Page No. 51 ;
Book No. 44 ;
Series 2023

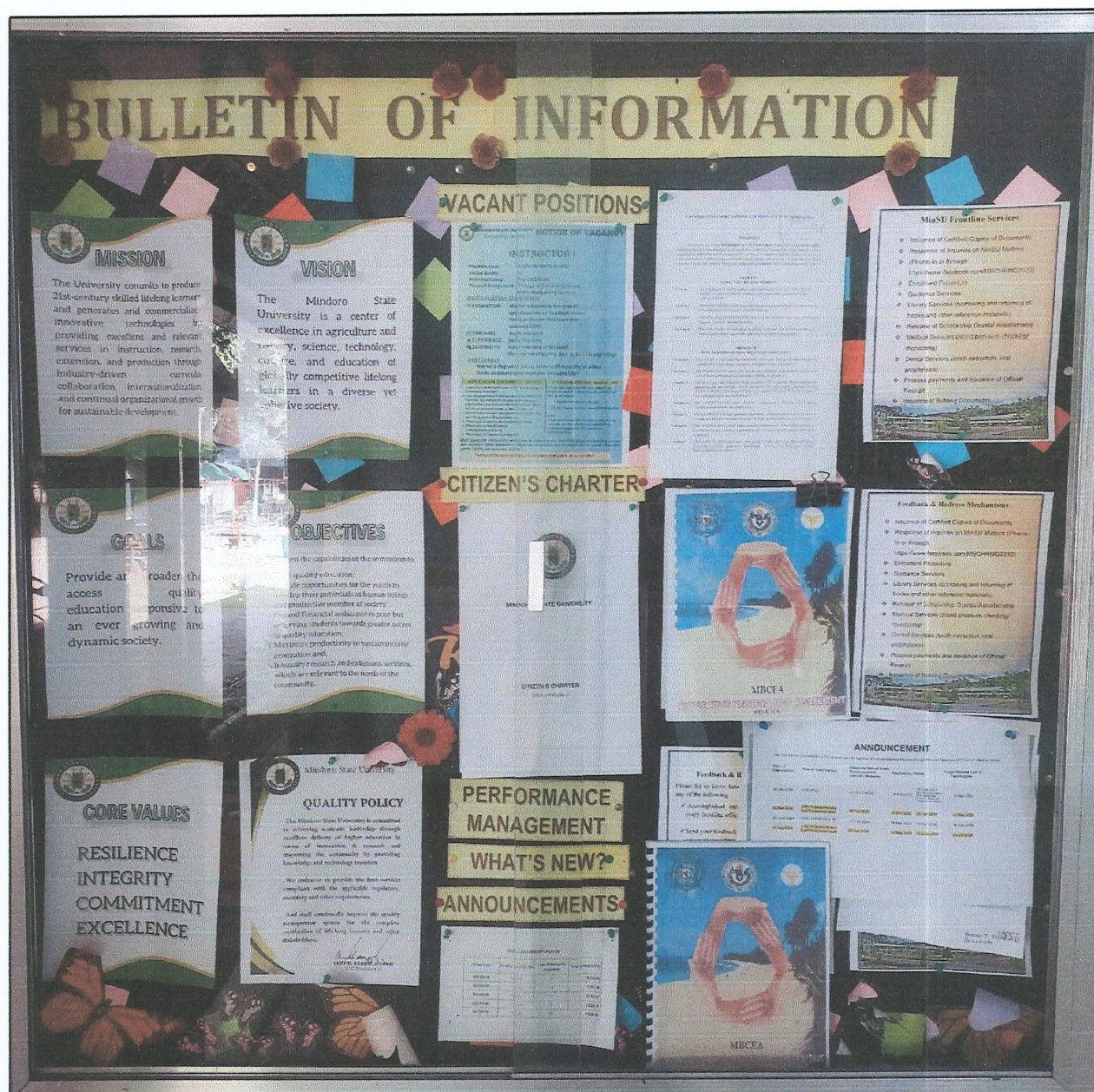
ATTY. PRINCESS JANINE R. SY
NOTARY PUBLIC Mindoro
Notarial Commission No. _____, December 2023
Burgos St., Poblacion, Bongabong, Oriental Mindoro
Roll of Attorney's Number 78331
PTR No. 3036338A: Bongabong, Oriental Mindoro: 01-11-2023
IBP No. 282134: Oriental Mindoro: 01-10-2023
MCLE Compliance: Initial Compliance until 14 April 2025



Email: universitypresident@minsu.edu.ph
Website: www.minsu.edu.ph
Mobile: +63 977 846 72 28



BULLETIN BOARD AT ADMINISTRATION OFFICE





BULLETIN BOARD AT FACULTY ROOM





Mindoro State University
Victoria, Oriental Mindoro 5205 Philippines

Email: universitypresident@minsu.edu.ph
Website: www.minsu.edu.ph
Mobile: +63 977 846 72 28

MinSCAT BONGABONG CAMPUS EMPLOYEES ASSOCIATION (MBCEA)
Main Campus
FINANCIAL REPORT
January to December 2022

Balance Forwarded	P	41,747.15
Amount Collected 2022		5,600.00

TOTAL	P	47,347.15
Less: CIU Contribution Deposited in the Bank		
LBP Calapan.....	P	30,865.34
Retirement Regalo.....	400.00	31,265.34

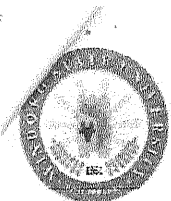
TOTAL.....	P	16,081.81
		=====

Prepared by:

Sgd
REMIELITO C/RICO
AME Treasurer

Certified correct:

Sgd
MELGAR G. FADRIQUELAN
AME President



FINANCIAL REPORT
January to December 2021

Balance Forwarded		Php. 91,672.95
Amount Collected 2021		32, 725.00
Sub-Total		124, 397.95
Less: CIU Contribution Deposited in the Bank		
LBP – 9/2021	25,568.00	
Bank Charge	50.00	
Expenses	57,032.80	
		<u>82,650.80</u>
		<u>41,747.15</u>

Prepared by:

Sgd
LYLANIE JANE T. MANALO
AME Treasurer

Certified Correct:

Sgd
MARILYN M. ESCORPESO
President



FINANCIAL REPORT
January to December 2020

Balance Forwarded		Php. 102,975.95
Amount Collected 2020		15,430.00
Sub-Total		118,405.95
Less: CIU Contribution Deposited in the Bank		
LBP – 11/6/2020	22,683.00	
Bank Charge	50.00	
Retirement Regalo	4,000.00	<u>26,733.00</u>
		<u>91,672.95</u>

Prepared by 
Sgd
LYLANIE JANET T. MANALO
AME Treasurer

Certified Correct:
Sgd
MARILYN M. ESCORPEO
President

MINSU EMPLOYEE ASSOCIATION
Calapan City Campus
As of December 31, 2022

Cash on Hand (from previous year balance)	6,171.70	
Cash Collections (2021)	<u>27,400.00</u>	
Total Cash In		33,571.70
Less: Remittance - Dec. 19, 2022	4,027.00	
Gift Pack for JO's	6,171.70	
Miscellaneous Expense (E, Andaca)	<u>2,000.00</u>	
		12,198.70
CASH ON HAND AS OF DECEMBER 31, 2022		<u>21,373.00</u>

Prepared by:

Sgd
LEONOR E. RUBIA
Treasurer

Noted:

Sgd
DANIELA MAE P. DELOS SANTOS
President

MINSU EMPLOYEE ASSOCIATION
Calapan City Campus
As of December 31, 2021

CASH INFLOW

Cash on Hand (from previous year balance)	11,121.70	
Cash Collections (2021)	<u>23,000.00</u>	
Total Cash In		34,121.70

CASH OUTFLOW

Regalo Retirement Lydia Lumalang	2,000.00	
Regalo Retirement Eleuducia Salazar	2,000.00	
Regalo Retirement E. Dalere	2,000.00	
Snacks Retirement Program E. Dalire	1,000.00	
LBC Fee (share for documents submitted)	1,000.00	
Transportation of Officer for Renewal of CIU	1,500.00	
Abuloy for Rommel Romero	5,000.00	
Christmas Donation for Barangay Tanod Masipit	1,000.00	
Financial Assistance to Edwin Andaca	2,000.00	
Gift Packs for Job Orders	8,450.00	
Share for MinSUFEA Christmas party	<u>2,000.00</u>	
		<u>27,950.00</u>
CASH BALANCE		6,171.70

Prepared by:

Sgd
DELENA C. ORNEDO
Treasurer

Noted:


Sgd
ANNABELLE Q. MADRIGAL
President

MINSCAT EMPLOYEE ASSOCIATION
Calapan City Campus
As of December 31, 2020

CASH INFLOW		
Cash on Hand (from previous year balance)	10,925.35	
Cash Collections (Annual Fee)	<u>13,300.00</u>	
Total Cash In		24,225.35
CASH OUTFLOW		
Notarial	100.00	
Renewal of Documents	2,000.00	
Regalo Retirement V. Ulep	2,000.00	
Snacks Retirement Program V. Ulep	1,000.00	
Annual Remittance to CIU	2,200.00	
Food Donation for Taal Community	3,319.68	
Snacks during Christmas Party	2,000.00	
Snacks during Meeting	<u>483.97</u>	
		<u>13,103.65</u>
CASH BALANCE		11,121.70

Prepared by:

Sgd
BELENA C. ORNEDO
Treasurer

Noted:

Sgd
ANNABELLE Q. MADRIGAL
President

MinSCAT BONGABONG CAMPUS EMPLOYEE ASSOCIATION (MBCEA)

Mindoro State University
BONGABONG CAMPUS
Labasan, Bongabong, Oriental Mindoro

Financial Statement Reports
as of December 31, 2022

Cash on Hand as of January 1, 2022		89,992.03
Add:	Collections - Bongabong Campus January - December 2022	<u>26,700.00</u> <u>26,700.00</u>
Total		116,692.03
Less:	Remittances/Expenses:	
	Remittances - January to December 2022	4,467.75
	Miscellaneous Expenses (Flowers JJP)	1,000.00
	College Day Expenses	4,500.00
		<u>9,967.75</u>
Balance -Cash on Hand as of December 31, 2022		<u><u>106,724.28</u></u>

Prepared by:

Sgd

MARTHA R. ALMAREZ
MBCEA Treasurer

Noted:

Sgd

JOANNE MARIE O. SAPINIT
MBCEA President

MinSCAT BONGABONG CAMPUS EMPLOYEE ASSOCIATION (MBCEA)

Mindoro State University
BONGABONG CAMPUS
Labasan, Bongabong, Oriental Mindoro

**Financial Statement Reports
as of December 31, 2021**

Cash on Hand as of January 1, 2021		91,536.23
Add: Collections - Bongabong Campus January - December 2021	28,200.00	28,200.00
Total		119,736.23
Less: Remittances/Expenses:		
Remittances - January to December 2021	4,304.20	
Retirement/Pabaon (DUM/MLR)	8,000.00	
Miscellaneous Expenses	1,000.00	
Gift Giving Christmas 2021	16,440.00	
		29,744.20
Balance -Cash on Hand as of December 31, 2021		89,992.03

Prepared by:

Sgd
MARYJANE R. ALMAREZ
MBCEA Treasurer

Noted:

Sgd
JENNIFER J. PENA
MBCEA President

MinSCAT BONGABONG CAMPUS EMPLOYEE ASSOCIATION (MBCEA)

Mindoro State College of Agriculture and Technology
BONGABONG CAMPUS
Labasan, Bongabong, Oriental Mindoro

**Financial Statement Reports
as of December 31, 2020**

Cash on Hand as of January 1, 2020		87,285.46
Add: Collections - Bongabong Campus January - December 2020	28,750.00	28,750.00
Total		116,035.46
Less: Remittances/Expenses:		
Remittances - April 2019 to Dec. 2020	6,399.33	
Assistance - R. Malhacan	12,899.90	
Assistance to ATJ Family	2,100.00	
Assistance to PSM family	2,100.00	
Misc Expenses c/o JJP	1,000.00	24,499.23
Balance -Cash on Hand as of December 31, 2020		91,536.23

Prepared by:

Sgd

MARYJANE R. ALMAREZ
MBCEA Treasurer

Noted:

Sgd

JENKELYN J. PENA
MBCEA President

CERTIFICATE OF REGISTRATION

Collective Negotiation Agreement

No. 2044

Pursuant to the Amended Rules and Regulations Governing the Exercise of the Right of Government Employees to Organize, the Collective Negotiation Agreement entered into by and between the

**MINDORO STATE COLLEGE OF AGRICULTURE
AND TECHNOLOGY BONGABONG CAMPUS
EMPLOYEES ASSOCIATION (MBCEA)**

and the

**MINDORO STATE COLLEGE OF AGRICULTURE
AND TECHNOLOGY (MinSCAT)**

Main Campus, Alcate, Victoria, Oriental Mindoro

having complied with the prescribed requirements in the abovementioned Rules is registered by the Commission and is binding between the parties thereof during the period of its effectivity from **October 28, 2020** to **October 27, 2023**.

Issued this 29th day of January 2021 in Quezon City.

Sgd

ALICIA dela ROSA-BALA

Chairperson

Attested by:

Sgd

CECILIA C. DELA FUENTE

Director IV

Human Resource Relations Office



S. No. 1728
H. No. 9125

Republic of the Philippines
Congress of the Philippines
Metro Manila

Tenth Congress

Third Regular Session

Begun and held in Metro Manila, on Monday the twenty-eighth day of July, nineteen hundred and ninety-seven

REPUBLIC ACT NO. 8371

AN ACT TO RECOGNIZE, PROTECT AND PROMOTE THE RIGHTS OF INDIGENOUS CULTURAL COMMUNITIES/ INDIGENOUS PEOPLES, CREATING A NATIONAL COMMISSION ON INDIGENOUS PEOPLES, ESTABLISHING IMPLEMENTING MECHANISMS, APPROPRIATING FUNDS THEREFOR, AND FOR OTHER PURPOSES

Be it enacted by the Senate and House of Representatives of the Philippines in Congress assembled:

CHAPTER I

GENERAL PROVISIONS

SECTION 1. Short Title. - This Act shall be known as "The Indigenous Peoples Rights Act of 1997".

SEC. 2. Declaration of State Policies. - The State shall recognize and promote all the rights of Indigenous Cultural Communities/ Indigenous Peoples (ICCs/IPs) hereunder enumerated within the framework of the Constitution:

- a) The State shall recognize and promote the rights of ICCs/IPs within the framework of national unity and development;
- b) The State shall protect the rights of ICCs/IPs to their ancestral domains to ensure their economic, social and cultural well being and shall recognize the applicability of customary laws governing property rights or relations in determining the ownership and extent of ancestral domain;
- c) The State shall recognize, respect and protect the rights of ICCs/ IPs to preserve and develop their cultures, traditions and institutions. It shall consider these rights in the formulation of national laws and policies;

d) The State shall guarantee that members of the ICCs/IPs regardless of sex, shall equally enjoy the full measure of Human rights and freedoms without distinction or discrimination;

e) The State shall take measures, with the participation of the ICCs/ IPs concerned, to protect their rights and guarantee respect for their cultural integrity, and to ensure that members of the ICCs/IPs benefit on an equal footing from the rights and opportunities which national laws and regulations grant to other members of the population; and

f) The State recognizes its obligations to respond to the strong expression of the ICCs/IPs for cultural integrity by assuring maximum ICC/IP participation in the direction of education, health, as well as other services of ICCs/IPs, in order to render such services more responsive to the needs and desires of these communities.

Towards these ends, the State shall institute and establish the necessary mechanisms to enforce and guarantee the realization of these rights, taking into consideration their customs, traditions, values, beliefs interests and institutions, and to adopt and implement measures to protect their rights to their ancestral domains.

CHAPTER II DEFINITION OF TERMS

SEC. 3. Definition of Terms. - For purposes of this Act, the following terms shall mean:

a) Ancestral Domains - Subject to Section 56 hereof, refer to all areas generally belonging to ICCs/IPs comprising lands, inland waters, coastal areas, and natural resources therein, held under a claim of ownership, occupied or possessed by ICCs/IPs, by themselves or through their ancestors, communally or individually since time immemorial, continuously to the present except when interrupted by war, force majeure or displacement by force, deceit, stealth or as a consequence of government projects or any other voluntary dealings entered into by government and private individuals/corporations, and which are necessary to ensure their economic, social and cultural welfare. It shall include ancestral lands, forests, pasture, residential, agricultural, and other lands individually owned whether alienable and disposable or otherwise, hunting grounds, burial grounds, worship areas, bodies of water, mineral and other natural resources, and lands which may no longer be exclusively occupied by ICCs/IPs but from which they traditionally had access to for their subsistence and traditional activities, particularly the home ranges of ICCs/IPs who are still nomadic and/or shifting cultivators;

b) Ancestral Lands - Subject to Section 56 hereof, refers to land occupied, possessed and utilized by individuals, families and clans who are members of the ICCs/IPs since time immemorial, by themselves or through their predecessors-in-interest, under claims of individual or traditional group ownership, continuously, to the present except when interrupted by war, force majeure or displacement by force, deceit, stealth, or as a consequence of government projects and other voluntary dealings entered into by government and private individuals/corporations including, but not limited to, residential lots, rice terraces or paddies, private forests, swidden farms and tree lots;

c) Certificate of Ancestral Domain Title - refers to a title formally recognizing the rights of possession and ownership of ICCs/IPs over their ancestral domains identified and delineated in accordance with this law;

d) Certificate of Ancestral Lands Title - refers to a title formally recognizing the rights of ICCs/IPs over their ancestral lands;

e) Communal Claims - refer to claims on land, resources and rights thereon; belonging to the whole community within a defined territory;

f) Customary Laws - refer to a body of written and/or unwritten rules, usages, customs and practices traditionally and continually recognized, accepted and observed by respective ICCs/IPs;

g) Free and Prior Informed Consent - as used in this Act shall mean the consensus of all members of the ICCs/IPs to be determined in accordance with their respective customary laws and practices, free from any external manipulation, interference coercion, and obtained after fully disclosing the intent and scope of the activity, in a language and process understandable to the community;

h) Indigenous Cultural Communities/Indigenous Peoples - refer to a group of people or homogenous societies identified by self-ascription and ascription by others, who have continuously lived as organized community on communally bounded and defined territory, and who have, under claims of ownership since time immemorial, occupied, possessed and utilized such territories, sharing common bonds of language, customs, traditions and other distinctive cultural traits, or who have, through resistance to political, social and cultural inroads of colonization, non-indigenous religions and cultures, became historically differentiated from the majority of Filipinos. ICCs/IPs shall likewise include peoples who are regarded as indigenous on account of their descent from the populations which inhabited the country, at the time of conquest or colonization, or at the time of inroads of non-indigenous religions and cultures, or the establishment of present state boundaries, who retain some or all of their own social, economic, cultural and political institutions, but who may have been displaced from their traditional domains or who may have resettled outside their ancestral domains;

i) Indigenous Political Structures - refer to organizational and cultural leadership systems, institutions, relationships, patterns and processes for decision-making and participation, identified by ICCs/IPs such as, but not limited to, Council of Elders, Council of Timuays, Bodong Holders, or any other tribunal or body of similar nature;

j) Individual Claims - refer to claims on land and rights thereon which have been devolved to individuals, families and clans including, but not limited to, residential lots, rice terraces or paddies and tree lots;

k) National Commission on Indigenous Peoples (NCIP) - refers to the office created under his Act, which shall be under the Office of the President, and which shall be the primary government agency responsible for the formulation and implementation of policies, plans and programs to recognize, protect and promote the rights of ICCs/IPs;

l) Native Title - refers to pre-conquest rights to lands and domains which, as far back as memory reaches, have been held under a claim of private ownership by ICCs/IPs, have never been public lands and are thus indisputably presumed to have been held that way since before the Spanish Conquest;

m) Nongovernment Organization - refers to a private, nonprofit voluntary organization that has been organized primarily for the delivery of various services to the ICCs/IPs and has an established track record for effectiveness and acceptability in the community where it serves;

n) People's Organization - refers to a private, nonprofit voluntary organization of members of an ICC/IP which is accepted as representative of such ICCs/IPs;

o) Sustainable Traditional Resource Rights - refer to the rights of ICCs/IPs to sustainably use, manage, protect and conserve a) land, air, water, and minerals; b) plants, animals and other organisms; c) collecting, fishing and hunting grounds; d) sacred sites; and e) other areas of economic, ceremonial and aesthetic value in accordance with their indigenous knowledge, beliefs, systems and practices; and

p) Time Immemorial - refers to a period of time when as far back as memory can go, certain ICCs/IPs are known to have occupied, possessed in the concept of owner, and utilized a defined territory devolved to them, by operation of customary law or inherited from their ancestors, in accordance with their customs and traditions.

CHAPTER III RIGHTS TO ANCESTRAL DOMAINS

SEC. 4. Concept of Ancestral Lands/Domains. - Ancestral lands/ domains shall include such concepts of territories which cover not only the physical environment but the total environment including the spiritual and cultural bonds to the areas which the ICCs/IPs possess, occupy and use and to which they have claims of ownership.

SEC. 5. Indigenous Concept of Ownership. - Indigenous concept of ownership sustains the view that ancestral domains and all resources found therein shall serve as the material bases of their cultural integrity. The indigenous concept of ownership generally holds that ancestral domains are the ICC's/IP's private but community property which belongs to all generations and therefore cannot be sold, disposed or destroyed. It likewise covers sustainable traditional resource rights.

SEC. 6. Composition of Ancestral Lands/Domains. - Ancestral lands and domains shall consist of all areas generally belonging to ICCs/ IPs as referred under Sec. 3, items (a) and (b) of this Act.

SEC. 7. Rights to Ancestral Domains. - The rights of ownership and possession of ICCs/IPs to their ancestral domains shall be recognized and protected. Such rights shall include:

a) Right of Ownership - The right to claim ownership over lands, bodies of water traditionally and actually occupied by ICCs/IPs, sacred places, traditional hunting and fishing grounds, and all improvements made by them at any time within the domains;

b) Right to Develop Lands and Natural Resources. - Subject to Section 56 hereof, right to develop, control and use lands and territories traditionally occupied, owned, or used; to manage and conserve natural resources within the territories and uphold the responsibilities for future generations; to benefit and share the profits from allocation and utilization of the natural resources found therein; the right to negotiate the terms and conditions for the exploration of natural resources in the areas for the purpose of ensuring ecological, environmental protection and the conservation measures, pursuant to national and customary laws; the right to an informed and intelligent participation in the formulation and implementation of any project, government or private, that will affect or impact upon the ancestral domains and to receive just and fair compensation for any damages which they may sustain as a result of the project; and the right to effective measures by the government to prevent any interference with, alienation and encroachment upon these rights;

c) Right to Stay in the Territories. - The right to stay in the territory and not to be removed therefrom. No ICCs/IPs will be relocated without their free and prior informed consent, nor through any means other than eminent domain. Where relocation is considered necessary as an exceptional measure, such relocation shall take place only with the free and prior informed consent of the ICCs/IPs concerned and whenever possible, they shall be guaranteed the right to return to their ancestral domains, as soon as the grounds for relocation cease to exist. When such return is not possible, as determined by agreement or through appropriate procedures, ICCs/IPs shall be provided in all possible cases with lands of quality and legal status at least equal to that of the land previously occupied by them, suitable to provide for their present needs and future development. Persons thus relocated shall likewise be fully compensated for any resulting loss or injury;

d) Right in Case of Displacement. - In case displacement occurs as a result of natural catastrophes, the State shall endeavor to resettle the displaced ICCs/IPs in suitable areas where they can have temporary life support systems: Provided, That the displaced ICCs/IPs shall have the right to return to their abandoned lands until such time that the normalcy and safety of such lands shall be determined: Provided, further, That should their ancestral domain cease to exist and normalcy and safety of the previous settlements are not possible, displaced ICCs/IPs shall enjoy security of tenure over lands to which they have been resettled: Provided furthermore, That basic services and livelihood shall be provided to them to ensure that their needs are adequately addressed;

e) Right to Regulate Entry of Migrants. - Right to regulate the entry of migrant settlers and organizations into the domains;

f) Right to Safe and Clean Air and Water. - For this purpose, the ICCs/IPs shall have access to integrated systems for the management of their inland waters and air space;

g) Right to Claim Parts of Reservations -The right to claim parts of the ancestral domains which have been reserved for various purposes, except those reserved and intended for common and public welfare and service; and

h) Right to Resolve Conflict. - Right to resolve land conflicts in accordance with customary laws of the area where the land is located, and only in default thereof shall the complaints be submitted to amicable settlement and to the Courts of Justice whenever necessary.

SEC. 8. Rights to Ancestral Lands. - The right of ownership and possession of the ICCs /IPs to their ancestral lands shall be recognized and protected.

a) Right to transfer land/property. - Such right shall include the right to transfer land or property rights to/among members of the same ICCs/IPs, subject to customary laws and traditions of the community concerned.

b) Right to Redemption. - In cases where it is shown that the transfer of land/property rights by virtue of any agreement or devise, to a nonmember of the concerned ICCs/IPs is tainted by the vitiated consent of the ICCs/IPs, or is transferred for an unconscionable consideration or price, the transferor ICC/IP shall have the right to redeem the same within a period not exceeding fifteen (15) years from the date of transfer.

SEC. 9. Responsibilities of ICCs/IPs to their Ancestral Domains. -ICCs/IPs occupying a duly certified ancestral domain shall have the following responsibilities:

a) Maintain Ecological Balance. - To preserve, restore, and maintain a balanced ecology in the ancestral domain by protecting the flora and fauna, watershed areas, and other reserves;

b) Restore Denuded Areas. - To actively initiate, undertake and participate in the reforestation of denuded areas and other development programs and projects subject to just and reasonable remuneration; and

c) Observe Laws. - To observe and comply with the provisions of this Act and the rules and regulations for its effective implementation.

SEC. 10. Unauthorized and Unlawful Intrusion. - Unauthorized and unlawful intrusion upon, or use of any portion of the ancestral domain, or any violation of the rights herein before enumerated, shall be punishable under this law. Furthermore, the Government shall take measures to prevent non-ICCs/IPs from taking advantage of the ICCs/IPs customs or lack of understanding of laws to secure ownership, possession of land belonging to said ICCs/IPs.

SEC. 11. Recognition of Ancestral Domain Rights. - The rights of ICCs/IPs to their ancestral domains by virtue of Native Title shall be recognized and respected. Formal recognition, when solicited by ICCs/ IPs concerned, shall be embodied in a Certificate of Ancestral Domain Title (CADT), which shall recognize the title of the concerned ICCs/IPs over the territories identified and delineated.

SEC. 12. Option to Secure Certificate of Title Under Commonwealth Act 141, as amended, or the Land Registration Act 496. - Individual members of cultural communities, with respect to their individually-owned ancestral lands who, by themselves or through their predecessors-in-interest, have been in continuous possession and occupation of the same in the concept of owner since time immemorial or for a period of not less than thirty (30) years immediately preceding the approval of this Act and uncontested by the members of the same ICCs/ IPs shall have the option to secure title to their ancestral lands under the provisions of Commonwealth Act 141, as amended, or the Land Registration Act 496.

For this purpose, said individually-owned ancestral lands, which are agricultural in character and actually used for agricultural, residential, pasture, and tree farming purposes, including those with a slope of eighteen percent (18%) or more, are hereby classified as alienable and disposable agricultural lands.

The option granted under this section shall be exercised within twenty (20) years from the approval of this Act.

CHAPTER IV RIGHT TO SELF-GOVERNANCE AND EMPOWERMENT

SEC. 13. Self-Governance. - The State recognizes the inherent right of ICCs/IPs to self-governance and self-determination and respects the integrity of their values, practices and institutions. Consequently, the State shall guarantee the right of ICCs/IPs to freely pursue their economic, social and cultural development.

SEC. 14. Support for Autonomous Regions. - The State shall continue to strengthen and support the autonomous regions created under the Constitution as they may require or need. The State shall likewise encourage other ICCs/IPs not included or outside Muslim Mindanao and the Cordilleras to use the form and content of their ways of life as may be compatible with the fundamental rights defined in the Constitution of the Republic of the Philippines and other internationally recognized human rights.

SEC. 15. Justice System, Conflict Resolution Institutions, and Peace Building Processes. - The ICCs/IPs shall have the right to use their own commonly accepted justice systems, conflict resolution institutions, peace building processes or mechanisms and other customary laws and practices within their respective communities and as may be compatible with the national legal system and with internationally recognized human rights.

SEC. 16. Right to Participate in Decision-Making - ICCs/IPs have the right to participate fully, if they so choose, at all levels of decision making in matters which may affect their rights, lives and destinies through procedures determined by them as well as to maintain and develop their own indigenous political structures. Consequently, the State shall ensure that the ICCs/IPs shall be given mandatory representation in policy-making bodies and other local legislative councils.

SEC. 17. Right to Determine and Decide Priorities for Development. - The ICCs/IPs shall have the right to determine and decide their own priorities for development affecting their lives, beliefs, institutions, spiritual well-being, and the lands they own, occupy or use. They shall participate in the formulation, implementation and evaluation of policies, plans and programs for national, regional and local development which may directly affect them.

SEC. 18. Tribal Barangays. - The ICCs/IPs living in contiguous areas or communities where they form the predominant population but which are located in municipalities, provinces or cities where they do not constitute the majority of the population, may form or constitute a separate barangay in accordance with the Local Government Code on the creation of tribal barangays.

SEC. 19. Role of Peoples Organizations. - The State shall recognize and respect the role of independent ICCs/IPs organizations to enable the ICCs/IPs to pursue and protect their legitimate and collective interests and aspirations through peaceful and lawful means.

SEC. 20. Means for Development/Empowerment of ICCs/IPs. - The Government shall establish the means for the full development/ empowerment of the ICCs/IPs own institutions and initiatives and, where necessary, provide the resources needed therefor.

CHAPTER V SOCIAL JUSTICE AND HUMAN RIGHTS

SEC. 21. Equal Protection and Non-discrimination of ICCs/IPs. -Consistent with the equal protection clause of the Constitution of the Republic of the Philippines, the Charter of the United Nations, the Universal Declaration of Human Rights including the Convention on the Elimination of Discrimination Against Women and International Human Rights Law, the State shall, with due recognition of their distinct characteristics and identity accord to the members of the ICCs/IPs the rights, protections and privileges enjoyed by the rest of the citizenry. It shall extend to them the same employment rights, opportunities, basic services, educational and other rights and privileges available to every member of the society. Accordingly, the State shall likewise ensure that the employment of any form of force or coercion against ICCs/IPs shall be dealt with by law.

The State shall ensure that the fundamental human rights and freedoms as enshrined in the Constitution and relevant international instruments are guaranteed also to indigenous women. Towards this end, no provision in this Act shall be interpreted so as to result in the diminution of rights and privileges already recognized and accorded to women under existing laws of general application.

SEC. 22. Rights during Armed Conflict. - ICCs/IPs have the right to special protection and security in periods of armed conflict. The State shall observe international standards, in particular the Fourth Geneva Convention of 1949, for the protection of civilian populations in circumstances of emergency and armed conflict, and shall not recruit members of the ICCs/IPs against their will into the armed forces, and in particular, for use against other ICCs/IPs; nor recruit children of ICCs/ IPs into the armed forces under any circumstance; nor force indigenous individuals to abandon their lands, territories and means of subsistence, or relocate them in special centers for military purposes under any discriminatory condition.

SEC. 23. Freedom from Discrimination and Right to Equal Opportunity and Treatment. - It shall be the right of the ICCs/IPs to be free from any form of discrimination, with respect to recruitment and conditions of employment, such that they may enjoy equal opportunities for admission to employment, medical and social assistance, safety as well as other occupationally -related benefits, informed of their rights under existing labor legislation and of means available to them for redress, not subject to any coercive recruitment systems, including bonded labor and other forms of debt servitude; and equal treatment in employment for men and women, including the protection from sexual harassment.

Towards this end, the State shall, within the framework of national laws and regulations, and in cooperation with the ICCs/IPs concerned, adopt special measures to ensure the effective protection with regard to the recruitment and conditions of employment of persons belonging

to these communities, to the extent that they are not effectively protected by laws applicable to workers in general.

ICCs/IPs shall have the right to association and freedom for all trade union activities and the right to conclude collective bargaining agreements with employers' organizations. They shall likewise have the right not to be subject to working conditions hazardous to their health, particularly through exposure to pesticides and other toxic substances.

SEC. 24. Unlawful Acts Pertaining to Employment. - It shall be unlawful for any person:

- a) To discriminate against any ICC/IP with respect to the terms and conditions of employment on account of their descent. Equal remuneration shall be paid to ICC/IP and non-ICC/IP for work of equal value; and
- b) To deny any ICC/IP employee any right or benefit herein provided for or to discharge them for the purpose of preventing them from enjoying any of the rights or benefits provided under this Act.

SEC. 25. Basic Services. - The ICCs/IPs have the right to special measures for the immediate, effective and continuing improvement of their economic and social conditions, including in the areas of employment, vocational training and retraining, housing, sanitation, health and social security. Particular attention shall be paid to the rights and special needs of indigenous women, elderly, youth, children and differently-abled persons. Accordingly, the State shall guarantee the right of ICCs/IPs to government's basic services which shall include, but not limited to, water and electrical facilities, education, health and infrastructure.

SEC. 26. Women. - ICC/IP women shall enjoy equal rights and opportunities with men, as regards the social, economic, political and cultural spheres of life. The participation of indigenous women in the decision-making process in all levels, as well as in the development of society, shall be given due respect and recognition.

The State shall provide full access to education, maternal and child care, health and nutrition, and housing services to indigenous women. Vocational, technical, professional and other forms of training shall be provided to enable these women to fully participate in all aspects of social life. As far as possible, the State shall ensure that indigenous women have access to all services in their own languages.

SEC. 27. Children and Youth. - The State shall recognize the vital role of the children and youth of ICCs/IPs in nation-building and shall promote and protect their physical, moral, spiritual, intellectual and social well-being. Towards this end, the State shall support all government programs intended for the development and rearing of the children and youth of ICCs/IPs for civic efficiency and establish such mechanisms as may be necessary for the protection of the rights of the indigenous children and youth.

SEC. 28. Integrated System of Education. - The State shall, through the NCIP, provide a complete, adequate and integrated system of education, relevant to the needs of the children and young people of ICCs/ IPs.

CHAPTER VI CULTURAL INTEGRITY

SEC. 29. Protection of Indigenous Culture, Traditions and Institutions. - The State shall respect, recognize and protect the right of ICCs/IPs to preserve and protect their culture, traditions and institutions. It shall consider these rights in the formulation and application of national plans and policies.

SEC. 30. Educational Systems. - The State shall provide equal access to various cultural opportunities to the ICCs/IPs through the educational system, public or private cultural entities, scholarships, grants and other incentives without prejudice to their right to establish and control their educational systems and institutions by providing education in their own language, in a manner appropriate to their cultural methods of teaching and learning. Indigenous children/youth shall have the right to all levels and forms of education of the State.

SEC. 31. Recognition of Cultural Diversity. - The State shall endeavor to have the dignity and diversity of the cultures, traditions, histories and aspirations of the ICCs/IPs appropriately reflected in all forms of education, public information and cultural-educational exchange. Consequently, the State shall take effective measures, in consultation with ICCs/IPs concerned, to eliminate prejudice and discrimination and to promote tolerance, understanding and good relations among ICCs/IPs and all segments of society. Furthermore, the Government shall take effective measures to ensure that State-owned media duly reflect indigenous cultural diversity. The State shall likewise ensure the participation of appropriate indigenous leaders in schools, communities and international cooperative undertakings like festivals, conferences, seminars and workshops to promote and enhance their distinctive heritage and values.

SEC. 32. Community Intellectual Rights. - ICCs/IPs have the right to practice and revitalize their own cultural traditions and customs. The State shall preserve, protect and develop the past, present and future manifestations of their cultures as well as the right to the restitution of cultural, intellectual religious, and spiritual property taken without their free and prior informed consent or in violation of their laws, traditions and customs.

SEC. 33. Rights to Religious, Cultural Sites and Ceremonies. - ICCs/IPs shall have the right to manifest, practice, develop and teach their spiritual and religious traditions, customs and ceremonies; the right to maintain, protect and have access to their religious and cultural sites; the right to use and control of ceremonial objects; and, the right to the repatriation of human remains. Accordingly, the State shall take effective measures, in cooperation with the ICCs/IPs concerned to ensure that indigenous sacred places, including burial sites, be preserved, respected and protected. To achieve this purpose, it shall be unlawful to:

- a) Explore, excavate or make diggings on archeological sites of the ICCs/IPs for the purpose of obtaining materials of cultural values without the free and prior informed consent of the community concerned; and
- b) Deface, remove or otherwise destroy artifacts which are of great importance to the ICCs/IPs for the preservation of their cultural heritage.

SEC. 34. Right to Indigenous Knowledge Systems and Practices and to Develop own Sciences and Technologies. - ICCs/IPs are entitled to the recognition of the full ownership and control and protection of their cultural and intellectual rights. They shall have the right to special measures to control, develop and protect their sciences, technologies and cultural manifestations, including human and other genetic resources, seeds, including derivatives of these resources, traditional medicines and health practices, vital medicinal plants, animals and minerals, indigenous knowledge systems and practices, knowledge of the properties of fauna and flora, oral traditions, literature, designs, and visual and performing arts.

SEC. 35. Access to Biological and Genetic Resources. - Access to biological and genetic resources and to indigenous knowledge related to the conservation, utilization and enhancement of these resources, shall be allowed within ancestral lands and domains of the ICCs/IPs only with a free and prior informed consent of such communities, obtained in accordance with customary laws of the concerned community.

SEC. 36. Sustainable Agro-Technical Development. - The State shall recognize the right of ICCs/IPs to a sustainable agro-technological development and shall formulate and implement programs of action for its effective implementation. The State shall likewise promote the big-genetic and resource management systems among the ICCs/IPs shall encourage cooperation among government agencies to ensure the successful sustainable development of ICCs/IPs.

SEC. 37. Funds for Archeological and Historical Sites. - The ICCs/ IPs shall have the right to receive from the national government all funds especially earmarked or allocated for the management and preservation of their archeological and historical sites and artifacts with the financial and technical support of the national government agencies.

CHAPTER VII NATIONAL COMMISSION ON INDIGENOUS PEOPLES (NCIP)

SEC. 38. National Commission on Indigenous Cultural Communities/Indigenous Peoples (NCIP). - To carry out the policies herein set forth, there shall be created the National Commission on ICCs/ IPs (NCIP), which shall be the primary government agency responsible for the formulation and implementation of policies, plans and programs to promote and protect the rights and well-being of the ICCs/IPs and the recognition of their ancestral domains as well as their rights thereto.

SEC. 39. Mandate. - The NCIP shall protect and promote the interest and well-being of the ICCs/IPs with due regard to their beliefs, customs, traditions and institutions.

SEC. 40. Composition. - The NCIP shall be an independent agency under the Office of the President and shall be composed of seven (7) Commissioners belonging to ICCs/IPs, one (1) of whom shall be the Chairperson. The Commissioners shall be appointed by the President of the Philippines from a list of recommenders submitted by authentic ICCs/ IPs: Provided, That the seven (7) Commissioners shall be appointed specifically from each of the following ethnographic areas: Region I and the Cordilleras, Region II, the rest of Luzon, Island Groups including Mindoro, Palawan, Romblon, Panay and the rest of the Visayas; Northern and

Western Mindanao; Southern and Eastern Mindanao; and Central Mindanao: Provided, That at least two (2) of the seven(7) Commissioners shall be women.

SEC. 41. Qualifications, Tenure, Compensation. - The Chairperson and the six (6) Commissioners must be natural born Filipino citizens, bonafide members of ICCs/IPs as certified by his/her tribe, experienced in ethnic affairs and who have worked for at least ten (10) years with an ICC/IP community and/or any government agency involved in ICC/IP, at least 35 years of age at the time of appointment, and must be of proven honesty and integrity: Provided, That at least two (2) of the seven (7) Commissioners shall be members of the Philippine Bar: Provided, farther, the members of the NCIP shall hold office for a period of three (3) years, and may be subject to re-appointment for another term: Provided, furthermore, That no person shall serve for more than two (2) terms. Appointment to any vacancy shall only be for the unexpired term of the predecessor and in no case shall a member be appointed or designated in a temporary or acting capacity: Provided, finally, That the Chairperson and the Commissioners shall be entitled to compensation in accordance with the Salary Standardization Law.

SEC. 42. Removal from office. - Any member of the NCIP may be removed from office by the President, on his own initiative or upon recommendation by any indigenous community, before the expiration of his term for cause and after complying with due process requirement of law.

SEC. 43. Appointment of Commissioners. - The President shall appoint the seven (7) Commissioners of the NCIP within ninety (90) days from the effectivity of this Act.

SEC. 44. Powers and Functions. - To accomplish its mandate, the NCIP shall have the following powers, jurisdiction and function:

- a) To serve as the primary government agency through which ICCs/IPs can seek government assistance and as the medium, through which such assistance may be extended;
- b) To review and assess the conditions of ICCs/IPs including existing laws and policies pertinent thereto and to propose relevant laws and policies to address their role in national development;
- c) To formulate and implement policies, plans, programs and projects for the economic, social and cultural development of the ICCs/IPs and to monitor the implementation thereof;
- d) To request and engage the services and support of experts from other agencies of government or employ private experts and consultants as may be required in the pursuit of its objectives;
- e) To issue certificate of ancestral land/domain title;
- f) Subject to existing laws, to enter into contracts, agreements, or arrangement, with government or private agencies or entities as may be necessary to attain the objectives of this Act, and subject to the approval of the President, to obtain loans from government lending institutions and other lending institutions to finance its programs;

- g) To negotiate for funds and to accept grants, donations, gifts and/or properties in whatever form and from whatever source, local and international, subject to the approval of the President of the Philippines, for the benefit of ICCs/IPs and administer the same in accordance with the terms thereof; or in the absence of any condition, in such manner consistent with the interest of ICCs/IPs as well as existing laws;
- h) To coordinate development programs and projects for the advancement of the ICCs/IPs and to oversee the proper implementation thereof;
- i) To convene periodic conventions or assemblies of IPs to review, assess as well as propose policies or plans;
- j) To advise the President of the Philippines on all matters relating to the ICCs/IPs and to submit within sixty (60) days after the close of each calendar year, a report of its operations and achievements;
- k) To submit to Congress appropriate legislative proposals intended to carry out the policies under this Act;
- l) To prepare and submit the appropriate budget to the Office of the President;
- m) To issue appropriate certification as a pre-condition to the grant of permit, lease, grant, or any other similar authority for the disposition, utilization, management and appropriation by any private individual, corporate entity or any government agency, corporation or subdivision thereof on any part or portion of the ancestral domain taking into consideration the consensus approval of the ICCs/IPs concerned;
- n) To decide all appeals from the decisions and acts of all the various offices within the Commission;
- o) To promulgate the necessary rules and regulations for the implementation of this Act;
- p) To exercise such other powers and functions as may be directed by the President of the Republic of the Philippines; and
- q) To represent the Philippine ICCs/IPs in all international conferences and conventions dealing with indigenous peoples and other related concerns.

SEC. 45. Accessibility and Transparency. - Subject to such limitations as may be provided by law or by rules and regulations promulgated pursuant thereto, all official records, documents and papers pertaining to official acts, transactions or decisions, as well as research data used as basis for policy development of the Commission shall be made accessible to the public.

SEC. 46. Offices within the NCIP. - The NCIP shall have the following offices which shall be responsible for the implementation of the policies hereinafter provided:

- a) Ancestral Domains Office - The Ancestral Domain Office shall be responsible for the identification, delineation and recognition of ancestral lands/domains. It shall also be responsible for the management of ancestral lands/domains in accordance with a master plan as well as the implementation of the ancestral domain rights of the ICCs/IPs as provided in

Chapter III of this Act. It shall also issue, upon the free and prior informed consent of the ICCs/IPs concerned, certification prior to the grant of any license, lease or permit for the exploitation of natural resources affecting the interests of ICCs/IPs or their ancestral domains and to assist the ICCs/IPs in protecting the territorial integrity of all ancestral domains. It shall likewise perform such other functions as the Commission may deem appropriate and necessary;

b) Office on Policy, Planning and Research - The Office on Policy, Planning and Research shall be responsible for the formulation of appropriate policies and programs for ICCs/IPs such as, but not limited to, the development of a Five-Year Master Plan for the ICCs/IPs. Such plan shall undergo a process such that every five years, the Commission shall endeavor to assess the plan and make ramifications in accordance with the changing situations. The Office shall also undertake the documentation of customary law and shall establish and maintain a Research Center that would serve as a depository of ethnographic information for monitoring, evaluation and policy formulation. It shall assist the legislative branch of the national government in the formulation of appropriate legislation benefiting ICCs/IPs;

c) Office of Education, Culture and Health - The Office on Culture, Education and Health shall be responsible for the effective implementation of the education, cultural and rented rights as provided in this Act. It shall assist, promote and support community schools, both formal and non-formal, for the benefit of the local indigenous community, especially in areas where existing educational facilities are not accessible to members of the indigenous group. It shall administer all scholarship programs and other educational rights intended for ICC/IP beneficiaries in coordination with the Department of Education, Culture and Sports and the Commission on Higher Education. It shall undertake, within the limits of available appropriation, a special program which includes language and vocational training, public health and family assistance program and rented subjects.

It shall also identify ICCs/IPs with potential training in the health profession and encourage and assist them to enroll in schools of medicine, nursing, physical therapy and other allied courses pertaining to the health profession.

Towards this end, the NCIP shall deploy a representative in each of the said offices personally perform the foregoing task and who shall receive complaints from the ICCs/IPs and compel action from appropriate agency. It shall also monitor the activities of the National Museum and other similar government agencies generally intended to manage and preserve historical and archeological artifacts of the ICCs/IPs and shall be responsible for the implementation of such other functions as the NCIP may deem appropriate and necessary;

d) Office on Socio-Economic Services and Special Concerns. - The Office on Socio-Economic Services and Special Concerns shall serve as the Office through which the NCIP shall coordinate with pertinent government agencies specially charged with the implementation of various basic socio-economic services, policies, plans and programs affecting the ICCs/IPs to ensure that the same are properly and directly enjoyed by them. It shall also be responsible for such other functions as the NCIP may deem appropriate and necessary;

e) Office of Empowerment and Human Rights - The Office of Empowerment and Human Rights shall ensure that indigenous sociopolitical, cultural and economic rights are respected

and recognized. It shall ensure that capacity building mechanisms are instituted and ICCs/IPs are afforded every opportunity, if they so choose, to participate in all levels of decision-making. It shall likewise ensure that the basic human rights, and such other rights as the NCIP may determine, subject to existing laws, rules and regulations, are protected and promoted;

f) Administrative Office - The Administrative Office shall provide the NCIP with economical, efficient and effective services pertaining to personnel, finance, records, equipment, security, supplies and related services. It shall also administer the Ancestral Domains Fund; and

g) Legal Affairs Office- There shall be a Legal Affairs Office which shall advise the NCIP on all legal matters concerning ICCs/IPs and which shall be responsible for providing ICCs/IPs with legal assistance in litigation involving community interest. It shall conduct preliminary investigation on the basis of complaints filed by the ICCs/IPs against a natural or juridical person believed to have violated ICCs/IPs rights. On the basis of its findings, it shall initiate the filing of appropriate legal or administrative action to the NCIP.

SEC. 47. Other Offices. - The NCIP shall have the power to create additional offices it may deem necessary subject to existing rules and regulations.

SEC. 48. Regional and Field Offices. - Existing regional and field offices shall remain to function under the strengthened organizational structure of the NCIP. Other field offices shall be created wherever appropriate and the staffing pattern thereof shall be determined by the NCIP: Provided, That in provinces where there are ICCs/IPs but without field offices, the NCIP shall establish field offices in said provinces.

SEC. 49. (office of the Executive Director. - The NCIP shall create the Office of the Executive Director which shall serve as its secretariat. The office shall be headed by an Executive Director who shall be appointed by the President of the Republic of the Philippines upon recommendation of the NCIP on a permanent basis. The staffing pattern of the office shall be determined by the NCIP subject to existing rules and regulations.

SEC. 50. Consultative Body. - A body consisting of the traditional leaders, elders and representatives from the women and youth sectors of the different ICCs/IPs shall be constituted by the NCIP from time to time to advise it on matters relating to the problems, aspirations and interests of the ICCs/IPs.

CHAPTER VIII DELINEATION AND RECOGNITION OF ANCESTRAL DOMAINS

SEC. 51. Delineation and Recognition of Ancestral Domains. -Self-delineation shall be the guiding principle in the identification and delineation of ancestral domains. As such, the ICCs/IPs concerned shall have a decisive role in all the activities pertinent thereto. The Sworn Statement of the Elders as to the scope of the territories and agreements/ pacts made with neighboring ICCs/IPs, if any, will be essential to the determination of these traditional territories. The Government shall take the necessary steps to identify lands which the ICCs/IPs concerned traditionally occupy and guarantee effective protection of their rights of

ownership and possession thereto. Measures shall be taken in appropriate cases to safeguard the right of the ICCs/IPs concerned to land which may no longer be exclusively occupied by them, but to which they have traditionally had access for their subsistence and traditional activities, particularly of ICCs/IPs who are still nomadic and/or shifting cultivators.

SEC. 52. Delineation Process. - The identification and delineation of ancestral domains shall be done in accordance with the following procedures:

a) Ancestral Domains Delineated Prior to this Act.- The provisions hereunder shall not apply to ancestral domains/lands already delineated according to DENR Administrative Order No. 2, series of 1993, nor to ancestral lands and domains delineated under any other community/ancestral domain program prior to the enactment of this law. ICCs/IPs whose ancestral lands/domains were officially delineated prior to the enactment of this law shall have the right to apply for the issuance of a Certificate of Ancestral Domain Title (CADT) over the area without going through the process outlined hereunder;

b) Petition for Delineation. - The process of delineating a specific perimeter may be initiated by the NCIP with the consent of the ICC/IP concerned, or through a Petition for Delineation filed with the NCIP, by a majority of the members of the ICCs/IPs;

c) Delineation Proper. - The official delineation of ancestral domain boundaries including census of all community members therein, shall be immediately undertaken by the Ancestral Domains Office upon filing of the application by the ICCs/IPs concerned. Delineation will be done in coordination with the community concerned and shall at all times include genuine involvement and participation by the members of the communities concerned;

d) Proof Required. - Proof of Ancestral Domain Claims shall include the testimony of elders or community under oath, and other documents directly or indirectly attesting to the possession or occupation of the area since time immemorial by such ICCs/IPs in the concept of owners which shall be any one (I) of the following authentic documents:

- 1) Written accounts of the ICCs/IPs customs and traditions;
- 2) Written accounts of the ICCs/IPs political structure and institution;
- 3) Pictures showing long term occupation such as those of old improvements, burial grounds, sacred places and old villages;
- 4) Historical accounts, including pacts and agreements concerning boundaries entered into by the ICCs/IPs concerned with other ICCs/IPs;
- 5) Survey plans and sketch maps;
- 6) Anthropological data;
- 7) Genealogical surveys;
- 8) Pictures and descriptive histories of traditional communal forests and hunting grounds;
- 9) Pictures and descriptive histories of traditional landmarks such as mountains, rivers, creeks, ridges, hills, terraces and the like; and
- 10) Write-ups of names and places derived from the native dialect of the community.

e) Preparation of Maps. - On the basis of such investigation and the findings of fact based thereon, the Ancestral Domains Office shall prepare a perimeter map, complete with technical descriptions, and a description of the natural features and landmarks embraced therein;

f) Report of Investigation and Other Documents. - A complete copy of the preliminary census and a report of investigation, shall be prepared by the Ancestral Domains Office of the NCIP;

g) Notice and Publication. - A copy of each document, including a translation in the native language of the ICCs/IPs concerned shall be posted in a prominent place therein for at least fifteen (15) days. A copy of the document shall also be posted at the local, provincial and regional offices of the NCIP, and shall be published in a newspaper of general circulation once a week for two (2) consecutive weeks to allow other claimants to file opposition thereto within fifteen (15) days from date of such publication: Provided, That in areas where no such newspaper exists, broadcasting in a radio station will be a valid substitute: Provided, further, That mere posting shall be deemed sufficient if both newspaper and radio station are not available;

h)Endorsement to NCIP. - Within fifteen (15) days from publication, and of the inspection process, the Ancestral Domains Office shall prepare a report to the NCIP endorsing a favorable action upon a claim that is deemed to have sufficient proof. However, if the proof is deemed insufficient, the Ancestral Domains Office shall require the submission of additional evidence: Provided, That the Ancestral Domains Office shall reject any claim that is deemed patently false or fraudulent after inspection and verification: Provided, further, That in case of rejection, the Ancestral Domains Office shall give the applicant due notice, copy furnished all concerned, containing the grounds for denial. The denial shall be appealable to the NCIP: Provided, furthermore, That in cases where there are conflicting claims among ICCs/IPs on the boundaries of ancestral domain claims, the Ancestral Domains Office shall cause the contending parties to meet and assist them in coming up with a preliminary resolution of the conflict, without prejudice to its full adjudication according to the section below.

i) Turnover of Areas Within Ancestral Domains Managed by Other Government Agencies. - The Chairperson of the NCIP shall certify Blat the area covered is an ancestral domain. The secretaries of the Department of Agrarian Reform, Department of Environment and Natural Resources, Department of the Interior and Local Government, and Department of Justice, the Commissioner of the National Development Corporation, and any other government agency claiming jurisdiction over the area shall be notified Thereof. Such notification shall terminate any legal basis for the jurisdiction previously claimed;

j) Issuance of CADT. - ICCs/IPs whose ancestral domains have been officially delineated and determined by the NCIP shall be issued a CADT in the name of the community concerned, containing a list of all dose identified in the census; and

k) Registration of CADTs. - The NCIP shall register issued certificates of ancestral domain titles and certificates of ancestral lands tides before She Register of Deeds in the place where the property is situated.

SEC. 53. Identification, Delineation and Certification of Ancestral

a) The allocation of lands within any ancestral domain to individual or indigenous corporate (family or clan) claimants shall be left to the ICCs/IPs concerned to decide in accordance with customs and traditions;

b) Individual and indigenous corporate claimants of ancestral lands which are not within ancestral domains, may have their claims officially established by filing applications for the identification and delineation of their claims with the Ancestral Domains Office. An individual or recognized head of a family or clan may file such application in his behalf or in behalf of his family or clan, respectively;

c) Proofs of such claims shall accompany the application form which shall include the testimony under oath of elders of the community and other documents directly or indirectly attesting to the possession or occupation of the areas since time immemorial by the individual or corporate claimants in the concept of owners which shall be any of the authentic documents enumerated under Sec. 52 (d) of this Act, including tax declarations and proofs of payment of taxes;

d) The Ancestral Domains Office may require from each ancestral claimant the submission of such other documents, Sworn Statements and the like, which in its opinion, may shed light on the veracity of the contents of the application/claim;

e) Upon receipt of the applications for delineation and recognition of ancestral land claims, the Ancestral Domains Office shall cause the publication of the application and a copy of each document submitted including a translation in the native language of the ICCs/IPs concerned in a prominent place therein for at least fifteen (15) days. A copy of the document shall also be posted at the local, provincial, and regional offices of the NCIP and shall be published in a newspaper of general circulation once a week for two (2) consecutive weeks to allow other claimants to file opposition thereto within fifteen (15) days from the date of such publication: Provided, That in areas where no such newspaper exists, broadcasting in a radio station will be a valid substitute: Provided, further, That mere posting shall be deemed sufficient if both newspapers and radio station are not available;

f) Fifteen (15) days after such publication, the Ancestral Domains Office shall investigate and inspect each application, and if found to be meritorious, shall cause a parcellary survey of the area being claimed. The Ancestral Domains Office shall reject any claim that is deemed patently false or fraudulent after inspection and verification. In case of rejection, the Ancestral Domains Office shall give the applicant due notice, copy furnished all concerned, containing the grounds for denial. The denial shall be appealable to the NCIP. In case of conflicting claims among individual or indigenous corporate claimants, the Ancestral Domains Office shall cause the contending parties to meet and assist them in coming up with a preliminary resolution of the conflict, without prejudice to its full adjudication according to Sec. 62 of this Act. In all proceedings for the identification or delineation of the ancestral domains as herein provided, the Director of Lands shall represent the interest of the Republic of the Philippines; and

g) The Ancestral Domains Office shall prepare and submit a report on each and every application surveyed and delineated to the NCIP, which shall, in turn, evaluate the report submitted. If the NCIP finds such claim meritorious, it shall issue a certificate of ancestral land, declaring and certifying the claim of each individual or corporate (family or clan) claimant over ancestral lands.

SEC. 54. Fraudulent Claims. - The Ancestral Domains Office may, upon written request from the ICCs/IPs, review existing claims which have been fraudulently acquired by any person or community. Any claim found to be fraudulently acquired by, and issued to, any person or community may be cancelled by the NCIP after due notice and hearing of all parties concerned.

SEC. 55. Communal Rights. - Subject to Section 56 hereof, areas within the ancestral domains, whether delineated or not, shall be presumed to be communally held: Provided, That communal rights under this Act shall not be construed as co-ownership as provided in Republic Act. No. 386, otherwise known as the New Civil Code.

SEC. 56. Existing Property Rights Regimes. - Property rights within the ancestral domains already existing and/or vested upon effectivity of this Act, shall be recognized and respected.

SEC. 57. Natural Resources within Ancestral Domains. - The ICCs/ IPs shall have priority rights in the harvesting, extraction, development or exploitation of any natural resources within the ancestral domains. A non-member of the ICCs/IPs concerned may be allowed to take part in the development and utilization of the natural resources for a period of not exceeding twenty-five (25) years renewable for not more than twenty-five (25) years: Provided, That a formal and written agreement is entered into with the ICCs/IPs concerned or that the community, pursuant to its own decision making process, has agreed to allow such operation: Provided, finally, That the NCIP may exercise visitatorial powers and take appropriate action to safeguard the rights of the ICCs/IPs under the same contract.

SEC. 58. Environmental Considerations. - Ancestral domains or portions thereof, which are found to be necessary for critical watersheds, mangroves, wildlife sanctuaries, wilderness, protected areas, forest cover, or reforestation as determined by appropriate agencies with the full participation of the ICCs/IPs concerned shall be maintained, managed and developed for such purposes. The ICCs/IPs concerned shall be given the responsibility to maintain, develop, protect and conserve such areas with the full and effective assistance of government agencies. Should the ICCs/IPs decide to transfer the responsibility over the areas, said decision must be made in writing. The consent of the ICCs/IPs should be arrived at in accordance with its customary laws without prejudice to the basic requirements of existing laws on free and prior informed consent: Provided, That the transfer shall be temporary and will ultimately revert to the ICCs/IPs in accordance with a program for technology transfer: Provided, further, That no ICCs/IPs shall be displaced or relocated for the purpose enumerated under this section without the written consent of the specific persons authorized to give consent.

SEC. 59. Certification Precondition. - All departments and other governmental agencies shall henceforth be strictly enjoined from issuing, renewing, or granting any concession, license or lease, or entering into any production-sharing agreement, without prior certification from the NCIP that the area affected does not overlap with any ancestral domain. Such certification shall only be issued after a field-based investigation is conducted by the Ancestral Domains Office of the area concerned: Provided, That no certification shall be issued by the NCIP without the free and prior informed and written consent of ICCs/IPs concerned: Provided, further, That no department, government agency or government-owned or -controlled corporation may issue new concession, license, lease, or production sharing agreement while there is a pending application for a CADT: Provided, finally, That the ICCs/IPs shall have the

right to stop or suspend, in accordance with this Act, any project that has not satisfied the requirement of this consultation process.

SEC. 60. Exemption from Taxes. - All lands certified to be ancestral domains shall be exempt from real property taxes, special levies, and other forms of exaction except such portion of the ancestral domains as are actually used for large-scale agriculture, commercial forest plantation and residential purposes or upon titling by private persons: Provided, That all exactions shall be used to facilitate the development and improvement of the ancestral domains.

SEC. 61. Temporary Requisition Powers. - Prior to the establishment of an institutional surveying capacity whereby it can effectively fulfill its mandate, but in no case beyond three (3) years after its creation, the NCIP is hereby authorized to request the Department of Environment and Natural Resources (DENR) survey teams as well as other equally capable private survey teams, through a Memorandum of Agreement (MOA), to delineate ancestral domain perimeters. The DENR Secretary shall accommodate any such request within one (1) month of its issuance: Provided, That the Memorandum of Agreement shall stipulate, among others, a provision for technology transfer to the NCIP.

SEC. 62. Resolution of Conflicts. - In cases of conflicting interest, where there are adverse claims within the ancestral domains as delineated in the survey plan, and which can not be resolved, the NCIP shall hear and decide, after notice to the proper parties, the disputes arising from the delineation of such ancestral domains: Provided, That if the dispute is between and/or among ICCs/IPs regarding the traditional boundaries of their respective ancestral domains, customary process shall be followed. The NCIP shall promulgate the necessary rules and regulations to carry out its adjudicatory functions: Provided, further, That any decision, order, award or ruling of the NCIP on any ancestral domain dispute or on any matter pertaining to the application, implementation, enforcement and interpretation of this Act may be brought for Petition for Review to the Court of Appeals within fifteen (15) days from receipt of a copy thereof

SEC. 63. Applicable Laws. - Customary laws, traditions and practices of the ICCs/IPs of the land where the conflict arises shall be applied first with respect to property rights, claims and ownerships, hereditary succession and settlement of land disputes. Any doubt or ambiguity in the application and interpretation of laws shall be resolved in favor of the ICCs/IPs.

SEC. 64. Remedial Measures. - Expropriation may be resorted to in the resolution of conflicts of interest following the principle of the "common good." The NCIP shall take appropriate legal action for the cancellation of officially documented titles which were acquired illegally: Provided, That such procedure shall ensure that the rights of possessors in good faith shall be respected: Provided further, That the action for cancellation shall be initiated within two (2) years from the effectivity of this Act: Provided, finally, that the action for reconveyance shall be within a period of ten (10) years in accordance with existing laws.

CHAPTER IX JURISDICTION AND PROCEDURES FOR ENFORCEMENT OF RIGHTS

SEC. 65. Primacy of Customary Laws and Practices. - When disputes involve ICCs/IPs, customary laws and practices shall be used to resolve the dispute.

SEC. 66. Jurisdiction of the NCIP. - The NCIP, through its regional offices, shall have jurisdiction over all claims and disputes involving rights of ICCs/IPs: Provided, however, That no such dispute shall be brought to the NCIP unless the parties have exhausted all remedies provided under their customary laws. For this purpose, a certification shall be issued by the Council of Elders/Leaders who participated in the attempt to settle the dispute that the same has not been resolved, which certification shall be a condition precedent to the filing of a petition with the NCIP.

SEC. 67. Appeals to the Court of Appeals. - Decisions of the NCIP shall be appealable to the Court of Appeals byway of a petition for review.

SEC. 68. Execution of Decisions, Awards Orders. - Upon expiration of the period herein provided and no appeal is perfected by any of the contending parties, the Hearing Officer of the NCIP, on its own initiative or upon motion by the prevailing party, shall issue a writ of execution requiring the sheriff or the proper officer to execute final decisions, orders or awards of the Regional Hearing Officer of the NCIP.

SEC. 69. Quasi-Judicial Powers of the NCIP. - The NCIP shall have the power and authority:

a) To promulgate rules and regulations governing the hearing and disposition of cases filed before it as well as those pertaining to its internal functions and such rules and regulations as may be necessary to carry out the purposes of this Act;

b) To administer oaths, summon the parties to a controversy, issue subpoenas requiring the attendance and testimony of witnesses or the production of such books, papers, contracts, records, agreements and other document of similar nature as may be material to a just determination of the matter under investigation or hearing conducted in pursuance of this Act;

c) To hold any person in contempt, directly or indirectly, and impose appropriate penalties therefor; and

d) To enjoin any or all acts involving or arising from any case pending before it which, if not restrained forthwith, may cause grave or irreparable damage to any of the parties to the case or seriously affect social or economic activity.

SEC. 70. No Restraining Order or Preliminary Injunction. - No inferior court of the Philippines shall have jurisdiction to issue an restraining order or writ of preliminary injunction against the NCIP or any of its duly authorized or designated offices in any case, dispute or controversy arising from, necessary to, or interpretation of this Act and other pertinent laws relating to ICCs/IPs and ancestral domains.

CHAPTER X ANCESTRAL DOMAINS FUND

SEC. 71. Ancestral Domains Fund. - There is hereby created a special fund, to be known as the Ancestral Domains Fund, an initial amount of One hundred thirty million pesos (P130,000,000) to cover compensation for expropriated lands, delineation and development of ancestral domains. An amount of Fifty million pesos (P50,000,000) shall be sourced from the gross income of the Philippine Charity Sweepstakes Office (PCSO) from its lotto operation, Ten million pesos (P10,000,000) from the gross receipts of the travel tax of the preceding year, the fund of the Social Reform Council intended for survey and delineation of ancestral lands/domains, and such other source as the government may deem appropriate. Thereafter, such amount shall be included in the annual General Appropriations Act. Foreign as well as local funds which are made available for the ICCs/IPs through the government of the Philippines shall be coursed through the NCIP. The NCIP may also solicit and receive donations, endowments and grants in the form of contributions, and such endowments shall be exempted from income or gift taxes and all other taxes, charges or fees imposed by the government or any political subdivision or instrumentality thereof.

CHAPTER XI PENALTIES

SEC. 72. Punishable Acts and Applicable Penalties.- Any person who commits violation of any of the provisions of this Act, such as, but not limited to, unauthorized and/or unlawful intrusion upon any ancestral lands or domains as stated in Sec. 10, Chapter III, or shall commit any of the prohibited acts mentioned in Sections 21 and 24, Chapter V, Section 33, Chapter VI hereof, shall be punished in accordance with the customary laws of the ICCs/IPs concerned: Provided, That no such penalty shall be cruel, degrading or inhuman punishment: Provided, further, That neither shall the death penalty or excessive fines be imposed. This provision shall be without prejudice to the right of any ICCs/IPs to avail of the protection of existing laws. In which case, any person who violates any provision of this Act shall, upon conviction, be punished by imprisonment of not less than nine (9) months but not more than twelve (12) years or a fine of not less than One hundred thousand pesos (P100,000) nor more than Five hundred thousand pesos (P500,000) or both such fine and imprisonment upon the discretion of the court. In addition, he shall be obliged to pay to the ICCs/IPs concerned whatever damage may have been suffered by the latter as a consequence of the unlawful act.

SEC. 73. Persons Subject to Punishment. - If the offender is a juridical person, all officers such as, but not limited to, its president, manager, or head of office responsible for their unlawful act shall be criminally liable therefor, in addition to the cancellation of certificates of their registration and/or license: Provided, That if the offender is a public official, the penalty shall include perpetual disqualification to hold public office..

CHAPTER XII MERGER OF THE OFFICE FOR NORTHERN CULTURAL COMMUNITIES (ONCC) AND THE OFFICE FOR SOUTHERN CULTURAL COMMUNIONS (OSCC)

SEC. 74. Merger of ONCC/OSCC. - The Office for Northern Cultural Communities (ONCC) and the Office of Southern Cultural Communities (OSCC), created under Executive Order Nos. 122-B and 122-C respectively, are hereby merged as organic offices of the NCIP and shall continue to function under a revitalized and strengthened structures to achieve the objectives of the NCIP: Provided, That the positions of Staff Directors, Bureau Directors,

Deputy Executive Directors and Executive Directors, except positions of Regional Directors and below, are hereby phased-out upon the effectivity of this Act: Provided, further, That officials of the phased-out offices who may be qualified may apply for reappointment with the NCIP and may be given prior rights in the filling up of the newly created positions of NCIP, subject to the qualifications set by the Placement Committee: Provided, furthermore, That in the case where an indigenous person and a non-indigenous person with similar qualifications apply for the same position, priority shall be given to the former. Officers and employees who are to be phased-out as a result of the merger of their offices shall be entitled to gratuity a rate equivalent to one and a half (1 1/2) months salary for every year of continuous and satisfactory service rendered or the equivalent nearest fraction thereof favorable to them on the basis of the highest salary received. If they are already entitled to retirement or gratuity, they shall have the option to select either such retirement benefits or the gratuity herein provided. Officers and employees who may be reinstated shall refund such retirement benefits or gratuity received: Provided, finally, That absorbed personnel must still meet the qualifications and standards set by the Civil Service and the Placement Committee herein created.

SEC. 75. Transition Period. - The ONCC/OSCC shall have a period of six (6) months from the effectivity of this Act within which to wind up its affairs and to conduct audit of its finances.

SEC. 76. Transfer of Assets/Properties. - All real and personal properties which are vested in, or belonging to, the merged offices as aforestated shall be transferred to the NCIP without further need of conveyance, transfer or assignment and shall be held for the same purpose as they were held by the former offices: Provided, That all contracts, records and documents relating to the operations of the merged offices shall be transferred to the NCIP. All agreements and contracts entered into by the merged offices shall remain in full force and effect unless otherwise terminated, modified or amended by the NCIP.

SEC. 77. Placement Committee. - Subject to rules on government reorganization, a Placement Committee shall be created by the NCIP, in coordination with the Civil Service Commission, which shall assist in the judicious selection and placement of personnel in order that the best qualified and most deserving persons shall be appointed in the reorganized agency. The Placement Committee shall be composed of seven (7) commissioners and an ICCs'/IPs' representative from each of the first and second level employees association in the Offices for Northern and Southern Cultural Communities (ONCC/OSCC), nongovernment organizations (NGOs) who have served the community for at least five (5) years and peoples organizations (POs) with at least five (5) years of existence. They shall be guided by the criteria of retention and appointment to be prepared by the consultative body and by the pertinent provisions of the civil service law.

CHAPTER XIII FINAL PROVISIONS

SEC. 78. Special Provision. - The City of Baguio shall remain to be governed by its Charter and all lands proclaimed as part of its town site reservation shall remain as such until otherwise reclassified by appropriate legislation: Provided, That prior land rights and titles recognized and/or acquired through any judicial, administrative or other processes before the

effectivity of this Act shall remain valid: Provided, further, That this provision shall not apply to any territory which becomes part of the City of Baguio after the effectivity of this Act.

SEC. 79. Appropriations. - The amount necessary to finance the initial implementation of this Act shall be charged against the current year's appropriation of the ONCC and the OSCC. Thereafter, such sums as may be necessary for its continued implementation shall be included in the annual General Appropriations Act.

SEC. 80. Implementing Rules and Regulations. - Within sixty (60) days immediately after appointment, the NCIP shall issue the necessary rules and regulations, in consultation with the Committees on National Cultural Communities of the House of Representatives and the Senate, for the effective implementation of this Act.

SEC. 81. Saving Clause. - This Act will not in any manner adversely affect the rights and benefits of the ICCs/IPs under other conventions, recommendations, international treaties, national laws, awards, customs and agreements.

SEC. 82. Separability Clause. - In case any provision of this Act or any portion thereof is declared unconstitutional by a competent court, other provisions shall not be affected thereby.

SEC. 83. Repealing Clause. - Presidential Decree No. 410, Executive Order Nos. 122-B and 122-C, and all other laws, decrees, orders, rules and regulations or parts thereof inconsistent with this Act are hereby repealed or modified accordingly.

SEC. 84. Effectivity. - This Act shall take effect fifteen (15) days upon its publication in the (official Gazette or in any two (2) newspapers of general circulation.

Approved,

JOSE DE VENECIA, JR.
Speaker of the House of Representatives

ERNESTO M. MACEDA
President of the Senate

This Act, which is a consolidation of Senate Bill No. 1728 and House Bill No. 9125 was finally passed by the Senate and the House of Representatives on October 22, 1997.

ROBERTO P. NAZARENO
Secretary General
House of Representatives

LORENZO E. LEYNES, JR.
Secretary of the Senate

Approved: Oct 29 1997

FIDEL V. RAMOS
President of the Philippines

**THE IMPLEMENTING RULES AND REGULATIONS OF REPUBLIC ACT NO. 11313
OR "AN ACT DEFINING GENDER-BASED SEXUAL HARASSMENT IN STREETS, PUBLIC
SPACES, ONLINE, WORKPLACES, AND EDUCATIONAL OR TRAINING INSTITUTIONS,
PROVIDING PROTECTIVE MEASURES AND PRESCRIBING PENALTIES THEREFOR",
OTHERWISE KNOWN AS THE "SAFE SPACES ACT"**

Pursuant to Section 38 of Republic Act No. 11313, otherwise known as the Safe Spaces Act, the following rules and regulations are hereby issued:

**RULE I
GENERAL PROVISIONS**

SEC. 1. Title. — These rules and regulations shall be known and cited as the Implementing Rules and Regulations (IRR) of Republic Act (R.A.) No. 11313, otherwise known as the "Safe Spaces Act".

SEC. 2. Purpose. — These rules and regulations are hereby promulgated to provide guidelines and mechanisms in the implementation of the Safe Spaces Act.

SEC. 3. Declaration of Policies. — It is the policy of the State to value the dignity of every human person and guarantee full respect for human rights. It is likewise the policy of the State to recognize the role of women in nation-building and ensure the fundamental equality before the law of women and men. The State also recognizes that both men and women must have equality, security, and safety not only in private but also on the streets, public spaces, online, workplaces and educational and training institutions.

**RULE II
DEFINITION OF TERMS**

SEC. 4. Definition of Terms. — As used in these rules, the following terms are defined as follows:

- a) *Catcalling* refers to unwanted remarks directed towards a person, commonly done in the form of wolf-whistling and misogynistic, transphobic, homophobic, and sexist slurs.
- b) *Common carriers* refer to persons, corporations, firms or associations engaged in the business of carrying or transporting passengers or goods or both, by land, water, or air, for compensation, offering their services to the public.
- c) *Cyberstalking* is a form of stalking that is committed through an electronic medium in which online communication takes place.
- d) *Employee* refers to a person, who in exchange for remuneration, agrees to perform specified services for another person, whether natural or juridical, and whether private or public, who exercises fundamental control over the work regardless of the term or duration of agreement. Employees in the informal economy are included herein. Provided, that for the purposes of the law and these rules, a person who is detailed to an entity under a subcontracting or secondment agreement shall be considered an employee.

In the public sector, the term employee refers to any person who is in the service of the government or any of its agencies, divisions, subdivisions or instrumentalities including government-owned and controlled corporations with or without an original charter, or state universities or colleges with a regional charter.

- e) *Employer* refers to a person who exercises control over an employee: Provided, that for the purpose of the law and these rules, the status or conditions of the latter's employment or engagement shall be disregarded.

In the public sector, the term employer refers to the head of government agencies, divisions, subdivisions or instrumentalities including government-owned and controlled corporations with or without an original charter, or state universities or colleges with a regional charter which exercises control over an employee.

- f) *Gender* refers to a set of socially ascribed characteristics, norms, roles, attitudes, values, and expectations identifying the social behavior of men and women, and the relations between them.
- g) *Gender-based online sexual harassment* refers to an online conduct targeted at a particular person that 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.
- h) *Gender identity and/or expression* refers to the personal sense of identity as characterized, among others, by manner of clothing, inclinations, and behavior in relation to masculine or feminine conventions. A person may have a male or female identity with physiological characteristics of the opposite sex, or may have been assigned a particular sex at birth but who identifies with the opposite sex, or may have an identity that does not correspond to one's sex assigned at birth or to one's primary or secondary sex characteristics, in which case this person is considered transgender.
- i) *Homophobic remarks or slurs* are any statements in whatever form or however delivered, which are indicative of fear, hatred or aversion towards persons who are perceived to be or actually identify as lesbian, gay, bisexual, queer, pansexual and such other persons of diverse sexual orientation, gender identity or expression, or towards any person perceived to or actually have experienced same-sex attraction.
- j) *Information and communication system* refers to a system for generating, sending, receiving, storing or otherwise processing electronic data messages or electronic documents and includes the computer system or other similar devices by or in which data are recorded or stored and any procedure related to the recording or storage of electronic data messages or electronic documents.
- k) *Information and communications technology or ICT* shall mean the totality of electronic means to access, create, collect, store, process, receive, transmit, present and disseminate information.
- l) *Misogynistic remarks or slurs* are any statements in whatever form or however delivered, that are indicative of the feeling of hating women or the belief that men are inherently better than women.
- m) *Public spaces* refer to streets and alleys, roads, sidewalks, public parks, buildings, schools, churches, public washrooms, malls, internet shops, restaurants and cafes, transportation terminals, public markets, spaces used as evacuation centers, government offices, common carriers, public utility vehicles (PUVs) as well as private vehicles covered by app-based transport network services, other recreational spaces such as, but not limited to, cinema halls, theaters and spas, bars and clubs, resorts and water parks, hotels and casinos, and all other areas, regardless of ownership, openly accessible or offered to be accessed by the public.
- n) *Sexist remarks or slurs* are statements in whatever form or however delivered, that are indicative of prejudice, stereotyping, or discrimination on the basis of sex, typically against women.
- o) *Transphobic remarks or slurs* are any statements in whatever form or however delivered, that are indicative of fear, hatred or aversion towards persons whose gender identity and/or expression do not conform with their sex assigned at birth.
- p) *Stalking* refers to conduct directed at a person involving the repeated visual or physical proximity, non-consensual communication, or a combination thereof that cause or will likely cause a person to fear for one's own safety or the safety of others, or to suffer emotional distress.

RULE III
GENDER-BASED STREETS AND PUBLIC SPACES SEXUAL HARASSMENT

SEC. 5. 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, among others:

- a) Catcalling, wolf-whistling, unwanted invitations, misogynistic, transphobic, homophobic, and sexist slurs;
- b) Persistent uninvited comments or gestures on a person's appearance;
- c) Relentless requests for personal details;
- d) Statement of sexual comments and suggestions;
- e) Public masturbation or flashing of private parts, groping, making offensive body gestures at someone, and other similar lewd sexual actions;
- f) Any advances, whether verbal or physical, that is unwanted and has threatened one's sense of personal space and physical safety. This may include cursing, leering and intrusive gazing, and taunting;
- g) Persistent telling of sexual jokes, use of sexual names; and
- h) Stalking.

SEC. 6. Gender-Based Sexual Harassment (GBSH) 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. — The management of restaurants, bars, cinemas, malls, buildings and other privately-owned places open to the public shall adopt a policy of zero tolerance in their establishments against gender-based streets and public spaces sexual harassment.

Such policy, which will apply to all persons who are within its area or vicinity, shall include:

- a) Measures to prevent the occurrence of GBSH in such places, including among others:
 - 1) Installation in their business establishments of clearly visible warning signs against gender-based public spaces sexual harassment, including the anti-sexual harassment hotline number(s), which may include that of the nearest police station, in bold letters. The warning signs must be readable, written in a language that is understandable by customers, and placed in a conspicuous area within the vicinity of the establishment.
 - 2) Designation of at least one (1) anti-sexual harassment officer to receive GBSH complaints. Provided that, the officer must be competent and knowledgeable on GBSH and on the appropriate assistance to be provided to victims.
- b) Measures to address the occurrence of GBSH in such places, including, among others:
 - 1) Provision of assistance to victims of GBSH by coordinating with local police authorities immediately after GBSH is reported. This includes accompanying the victim to the police authorities, whenever necessary;
 - 2) Where it is required, and/or whenever possible, installation of functional closed-circuit television (CCTV) cameras. To the extent possible, the CCTV footages shall be made available to victims of GBSH as part of the package of assistance;
 - 3) Making CCTV footage available when ordered by the court. This is without prejudice to the prerogative/practice of establishments to make CCTV footage accessible even without a court order;
 - 4) Provision of a safe gender-sensitive environment to encourage victims to report GBSH as soon as it happens. This includes, among others, having a secure and

private area where the victim can narrate the events of GBSH, and whenever possible, providing an online platform for reporting GBSH incidents;

- 5) Development of protocols to be followed in cases of GBSH in their establishment. This will include procedures to speedily and effectively address reports and/or complaints of instances of GBSH. The complaint may be made immediately in person or online to the management of these places that are open to the public.

Whenever GBSH happens, a security guard or any person who witnessed the crime may conduct a citizen's arrest and apprehend the perpetrator in accordance with law. The security guards in these places may be deputized to apprehend perpetrators caught in *flagrante delicto* (or in the act of committing a crime) and are required to immediately coordinate with local authorities. Towards this end, the Philippine National Police (PNP) shall issue guidelines on the deputization of security guards.

A citizen's arrest is when any private person may arrest, without need of warrant under the following circumstances:

- a) When, in the presence of the private person, the person to be arrested has committed, is actually committing or is attempting to commit GBSH; and
- b) When GBSH has in fact just been committed, and the private person has personal knowledge of facts indicating that the person to be arrested has committed it.

To ensure that the security guards are knowledgeable on GBSH, awareness of the law will form part of topics or modules for trainings which are conducted before security agencies and security guards may renew their licenses.

SEC. 7. Gender-Based Sexual Harassment in Public Utility Vehicles (PUV). — In addition to the penalties in the law, the Land Transportation Office (LTO) may cancel the license of perpetrators found to have committed acts constituting sexual harassment in PUVs, and the Land Transportation Franchising and Regulatory Board (LTFRB) may suspend or revoke the franchise of transportation operators who commit gender-based streets and public spaces sexual harassment acts. GBSH 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 solidarily liable for the offenses of the employee.

In cases of GBSH in PUVs, the LTO or the LTFRB may suspend or revoke the use of driver's license after finding of substantial evidence that the perpetrator committed any violation of the law, subject to LTO's own administrative procedure on suspension or revocation or of driver's license.

When a case is filed in the appropriate court, upon finding of guilt, the court may order the cancellation of the perpetrator's license, or revocation or suspension of their franchise. Whereupon, the LTO or the LTFRB, as the case may be, shall order such cancellation, suspension or revocation.

In cases where the court decision did not include such order, the LTO and LTFRB, may, after the filing of an administrative case, and hearing thereof, order such cancellation, suspension, or revocation. The court decision may form part of the evidence which may be presented by the complainant to the LTO or LTFRB.

SEC. 8. Gender-Based Sexual Harassment in Streets and Public Spaces Committed by Minors. — In case the offense is committed by a minor, the Department of Social Welfare and Development (DSWD) shall take necessary disciplinary measures and diversion program as provided for under R.A. No. 9344, otherwise known as the "Juvenile Justice and Welfare Act of 2006". The program shall include age-appropriate gender sensitivity training and anti-sexual harassment awareness activities.

The rules and regulations issued to implement R.A. No. 9344 as amended by R.A. No. 10630 shall govern when the offense is committed by a minor.

SEC. 9. Duties of Local Government Units (LGUs). — Local government units (LGUs) shall bear primary responsibility in enforcing the provisions under Article I (Gender-Based Streets and Public Spaces Sexual Harassment) of R.A. No. 11313. LGUs shall have the following duties:

- a) Pass an ordinance that shall localize the applicability of the law within sixty (60) days from its effectivity. Such an ordinance shall consider and address the particular circumstances prevalent in their respective jurisdictions.

Ordinances passed pursuant to this law shall, to the extent possible: contain measures that will prevent the occurrence of GBSH such as provision of gender sensitivity training (GST), orientation on the law, creation of offices and appointment of people that will be responsible to address GBSH, including instances falling within the Katarungang Pambarangay system; create measures to efficiently respond to the issue such as clear protocols of reporting and responding to GBSH, and programs to help the victims as well as perpetrators; and ensure that there are mechanisms, people and budget to effectively respond to GBSH. Provided, however, that the passage of an ordinance shall not serve as a prerequisite for the implementation of the law by LGUs. The pendency of proceedings to adopt such local ordinance shall not be construed as a bar for LGUs from implementing the law;

- b) Disseminate or post in conspicuous places a copy of the law and the corresponding ordinance. The LGUs may come up with information, education, and communication (IEC) materials on the law and/or ordinance which may be in their respective local languages;
- c) Provide measures to prevent GBSH in educational institutions, such as information campaigns and anti-sexual harassment seminars;
- d) Discourage GBSH and impose fines on acts of GBSH as defined in the law;
- e) Establish an anti-sexual harassment hotline;

The LGU will ensure that the personnel assigned to attend the hotline are knowledgeable on GBSH and the forms of assistance made available by the LGU. The hotline shall have the following functions, among others:

- 1) Receive and record reports/complaints, and
 - 2) Act as a referral mechanism for complainants;
- f) Coordinate with the Department of the Interior and Local Government (DILG) on the implementation of the law;
- g) Establish a referral system for complainants of GBSH in streets and public spaces. This may form part of an existing referral system for complainants of other forms of gender-based violence;
- h) Provide training on the law for the Punong Barangay and members of the Lupong Tagapamayapa in cases covered by the Katarungang Pambarangay system, for traffic enforcers under their jurisdiction, and adopt training modules for concerned LGU personnel down to the barangay level;
- i) Set up Anti-Sexual Harassment (ASH) desks in all barangay, city and municipal halls, preferably staffed by a woman. VAW Desks may also serve as the ASH desks and the same shall be strengthened, following the guidelines to be set by the DILG; and
- j) Create a mechanism for handling and documentation of complaints including those in cases covered by the Katarungang Pambarangay system.

SEC. 10. Role of the DILG. — The DILG shall ensure the full implementation of R.A. No. 11313 by:

- a) Inspecting LGUs if they have disseminated or posted in conspicuous places a copy of the law and the corresponding ordinance. This may be done through monitoring LGU compliance, and other reportorial mechanisms;
- b) Conducting and disseminating surveys and studies on best practices of LGUs in implementing the law. The DILG shall provide avenues for exchanges of ideas among LGUs concerning their policies on the localization of the law;
- c) Providing capacity-building and training activities to build the capability of local government officials to implement the law in coordination with the Philippine Commission on Women (PCW), the Local Government Academy (LGA) and the Development Academy of the Philippines (DAP); and
- d) Assisting the LGUs in localizing the applicability of the law. The DILG shall lead in the development of guidelines and mechanisms to ensure the effective implementation and monitoring of the law and for such purpose, may consult other relevant agencies and civil society organizations (CSOs). This shall include guidelines on the interface of the law with the Katarungang Pambarangay System and the strengthening of the VAW desk.

SEC. 11. Implementing Bodies for Gender-Based Sexual Harassment in Streets and Public Spaces. — To respond to GBSH in streets and public spaces,

- a) The Metro Manila Development Authority (MMDA), the local units of the PNP for the provinces, and the Women and Children Protection Desk (WCPD) of the PNP shall have the authority to apprehend perpetrators and enforce the law.

The PNP and MMDA, shall ensure that their Anti-Sexual Harassment Enforcers (ASHE) undergo gender sensitivity training (GST), which shall cover topics, among others, gender, sexual orientation, gender identity, gender expression, sources of gender discrimination, the roles of different institutions in society in perpetuating discrimination, sexual orientation, gender identity, gender expression, the different manifestations of discrimination, including sexual harassment, and the solutions to minimize or eliminate such forms of discrimination.

LGUs may designate their traffic enforcers to respond to GBSH committed in the streets. The LGUs shall ensure that such designated traffic enforcers will undergo GST as mentioned above. In the case of special economic zones, its police shall also be tasked to apprehend perpetrators and the administrators of these areas shall ensure that its police force will undergo GST.

The authority vested on MMDA, local units of PNP, WCPD of PNP and the local traffic enforcers under the preceding paragraphs is suppletory to the authority vested on appropriate persons under existing rules on law enforcement, apprehension, and arrest.

- b) The MMDA and the PNP shall deputize its enforcers to be Anti-Sexual Harassment Enforcers (ASHE). The ASHE shall:
 - 1) Receive complaints on the street;
 - 2) Immediately apprehend a perpetrator if caught in *flagrante delicto* or in the act of committing the crime;
 - 3) Immediately bring the perpetrator to the nearest PNP station; and
 - 4) Together with the Women's and Children's Desk of PNP stations, keep a ledger of perpetrators who have committed acts prohibited under the law for purposes of determining if a perpetrator is a first-time, second-time or third-time offender. The Women's and Children's Desk shall forward its records to the Women and Children Protection Center (PNP WCPC).
- c) The DILG shall ensure that all local government bodies expedite the receipt and processing of complaints by setting up an Anti-Sexual Harassment Desk in all barangays,

municipal and city halls and to ensure the set-up of CCTVs in major roads, alleys and sidewalks in their respective areas to aid in the filing of cases and gathering of evidence. Every city and municipality shall set-up an anti-sexual harassment desk and ensure the assignment of a person-in-charge thereof.

- d) The DILG and the DSWD in coordination with the Department of Health (DOH) and the PCW shall coordinate if necessary to ensure that LGUs facilitate the access of victims to proper psychological counseling support services and other services, in consonance with R.A. No. 11036 or the Philippine Mental Health Law. For this purpose, the LGUs may tap other service providers.

SEC. 12. Specific Acts and Penalties for Gender-Based Sexual Harassment in Streets and Public Spaces. — Per Section 11 of the law, the following acts shall be penalized as follows:

- a) For acts such as cursing, wolf-whistling, catcalling, leering and intrusive gazing, taunting, cursing, 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.
- 1) The first offense shall be punished by a fine of One thousand pesos (P 1,000.00) and community service of twelve (12) hours inclusive of attendance to a Gender Sensitivity Seminar to be conducted by the PNP in coordination with the LGU and the PCW. The PNP shall issue the certificate of completion of community service;
 - 2) The second offense shall be punished by *arresto menor* (6 to 10 days) or a fine of Three thousand pesos (P3,000.00);
 - 3) The third offense shall be punished by *arresto menor* (11 to 30 days) and a fine of Ten thousand pesos (P10, 000.00).
- b) For acts such as 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.
- 1) The first offense shall be punished by a fine of Ten thousand pesos (P 10,000.00) and community service of twelve (12) hours inclusive of attendance to a Gender Sensitivity Seminar, to be conducted by the PNP in coordination with the LGU and the PCW. The PNP shall issue the certificate of completion of community service;
 - 2) The second offense shall be punished by *arresto menor* (11 to 30 days) or a fine of Fifteen thousand pesos (P15,000.00);
 - 3) The third offense shall be punished by *arresto mayor* (1 month and 1 day to 6 months) and a fine of Twenty thousand pesos (P20,000.00).
- c) For acts such as stalking, and any of the acts mentioned in Section 11, 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 even when not accompanied by acts mentioned in Section 11, paragraphs (a) and (b).
- 1) The first offense shall be punished by *arresto menor* (11 to 30 days) or a fine of Thirty thousand pesos (P30,000.00), provided that it includes attendance in a Gender Sensitivity Seminar, to be conducted by the PNP in coordination with the LGU and the PCW. The PNP shall issue the certificate of completion of community service;

- 2) The second offense shall be punished by *arresto mayor* (1 month and 1 day to 6 months) or a fine of Fifty thousand pesos (P 50,000.00);
- 3) The third offense shall be punished by *arresto mayor* in its maximum period or a fine of One hundred thousand pesos (P100,000.00).

RULE IV GENDER-BASED ONLINE SEXUAL HARASSMENT

SEC. 13. Gender-Based Online Sexual Harassment. — Gender-based online sexual harassment includes acts that use information and communications technology in terrorizing and intimidating victims through:

- a) Physical, psychological, and emotional threats, unwanted sexual misogynistic, transphobic, homophobic and sexist remarks and comments online whether publicly or through direct and private messages;
- b) Invasion of the victim's privacy through cyberstalking and incessant messaging;
- c) Uploading and sharing without the consent of the victim any form of media that contains photos, voice, or video with sexual content;
- d) Any unauthorized recording and sharing of any of the victim's photos, videos or any information online;
- e) Impersonating identities of victims online or posting lies about victims to harm their reputation; or
- f) Filing false abuse reports to online platforms to silence victims.

SEC. 14. Implementing Bodies for Gender-Based Online Sexual Harassment. — For gender-based online sexual harassment, the PNP Anti-Cybercrime Group (PNP ACG) as the national operational support unit of the PNP primarily responsible for the implementation of pertinent Philippine laws on cybercrime, shall receive complaints of gender-based online sexual harassment, develop an online mechanism for reporting real-time gender-based online sexual harassment acts and apprehend perpetrators.

The Department of Justice (DOJ) shall lead in the development of protocols and standards of gathering evidence and case build-up.

The Cybercrime Investigation and Coordinating Center (CICC) of the DICT shall coordinate with the PNP ACG, National Telecommunications Commission (NTC), National Privacy Commission (NPC) and other relevant agencies to prepare appropriate and effective measures to monitor and penalize gender-based online sexual harassment, including:

- a) The development of a monitoring and evaluation system, including a database for gender-based online sexual harassment, tools, and/or process to see whether the law is effectively being implemented.
- b) The recommendation of policies, law, issuances, and measures for the effective implementation and enforcement of the provisions of gender-based online sexual harassment, based, among others, on the results of the monitoring and evaluation.

The CICC may, whenever necessary, submit a report on the above-enumerated measures to the Oversight Body.

All agencies involved in receiving complaints, case build-up, and implementation of penalties shall at all times ensure confidentiality, privacy, and security of the victim.

SEC. 15. Procedure for Filing Cases of Gender-Based Online Sexual Harassment. — The DOJ, PNP, and NBI shall develop procedures and protocols for receiving complaints and addressing gender-based online sexual harassment, including preliminary measures to

immediately address reports of Gender-Based Online Sexual Harassment, within one hundred fifty (150) days from the effectivity of these rules.

SEC. 16. Penalties for Gender-Based Online Sexual Harassment. — The penalty of *prision correccional* in its medium period or a fine of not less than One hundred thousand pesos (P100,000.00) but not more than Five hundred thousand pesos (P500,000.00), or both, at the discretion of the court shall be imposed upon any person found guilty of any gender-based online sexual harassment.

If the perpetrator is a juridical person, its license or franchise shall be automatically deemed revoked, and the persons liable shall be the officers thereof, including the editor or reporter in the case of print media, and the station manager, editor and broadcaster in the case of broadcast media. An alien who commits gender-based online sexual harassment shall be subject to deportation proceedings after serving sentence and payment of fines.

Exemption to acts constitutive and penalized as gender-based online sexual harassment are authorized written orders of the court for any peace officer to use online records or any copy thereof as evidence in any civil, criminal investigation or trial of the crime: Provided, That such written order shall only be issued or granted upon written application and the examination under oath or affirmation of the applicant and the witnesses may produce, and upon showing that there are reasonable grounds to believe that gender-based online sexual harassment has been committed or is about to be committed, and that the evidence to be obtained is essential to the conviction of any person for, or to the solution or prevention of such crime.

Any record, photo or video or copy thereof of any person that is in violation of the preceding sections shall not be admissible in evidence in any judicial, quasi-judicial, legislative or administrative hearing or investigation.

RULE V QUALIFIED GENDER-BASED STREETS, PUBLIC SPACES AND ONLINE SEXUAL HARASSMENT

SEC. 17. Qualified Gender-Based Streets, Public Spaces and Online Sexual Harassment. — The penalty next higher in degree will be applied in the following cases:

- a) If the act takes place in a common carrier or PUV including, but not limited to, jeepneys, taxis, tricycles, or app-based transport network vehicle services, where the perpetrator is the driver of the vehicle and the offended party is a passenger;
- b) If the offended party is a minor, a senior citizen, or a person with disability (PWD), or a breastfeeding mother nursing her child;
- c) If the offended party is diagnosed with a mental condition tending to impair consent;
- d) If the perpetrator is a member of the uniformed services, such as the PNP and the Armed Forces of the Philippines (AFP), and the act was perpetrated while the perpetrator was in uniform. For the purposes of these rules, persons who belong to reserve units of the AFP are considered to be members of the uniformed services only when they are undergoing active duty training or are mobilized upon order of the President;
- e) If the act takes place in the premises of a government agency offering frontline services to the public and the perpetrator is a government employee.

RULE VI GENDER-BASED SEXUAL HARASSMENT IN THE WORKPLACE

SEC. 18. Gender-Based Sexual Harassment in the Workplace. — The crime of GBSH in the workplace includes the following:

- a) An act or series of acts involving any unwelcome sexual advances, requests or demand for sexual favors or any act of sexual nature, whether done verbally, physically or through the use of technology such as text messaging or electronic mail or through any other

forms of information and communication systems, that has or could have a detrimental effect on the conditions of an individual's employment or education, job performance or opportunities;

- b) A conduct of sexual nature and other conduct-based on sex affecting the dignity of a person, which is unwelcome, unreasonable, and offensive to the recipient, whether done verbally, physically or through the use of technology such as text messaging or electronic mail or through any other forms of information and communication systems;
- c) A conduct that is unwelcome and pervasive and creates an intimidating, hostile or humiliating environment for the recipient.

GBSH in the workplace may also be committed between peers, and by a subordinate to a superior officer.

Workplaces include all sites, locations, spaces, where work is being undertaken by an employee within or outside the premises of the usual place of business of the employer.

SEC. 19. Duties of Employers. — Employers or other persons of authority, influence or moral ascendancy in a workplace shall have the duty to prevent, deter, or punish the performance of acts of GBSH in the workplace. Towards this end, the employer or person of authority, influence or moral ascendancy shall:

- a) Disseminate or post in a conspicuous place a copy of the law to all persons in the workplace.

Dissemination of the law may be done through, among others:

- 1) Sending copies of the law and its rules through official notices or means of communications to heads of different departments, bureaus, offices, units or such subdivisions in a workplace for proper information of their members;
- 2) Posting a copy of the law and its rules online or in the official website of the workplace;
- 3) Conducting orientations on the law and its rules and providing its employees with copies in print or electronic form as well as preparing information materials such as primers, frequently asked questions and the like.

Copies of the law and its rules should always be posted in workplace areas that are easily visible to employees, especially in areas where they usually congregate;

- b) Provide measures to prevent GBSH in the workplace, such as the conduct of anti-sexual harassment seminars, which shall be provided to all employees, regardless of rank and status.

Trainings on gender sensitivity, orientations on gender-based violence, and other relevant topics may also be conducted, in addition to the conduct of anti-sexual harassment seminars. Such trainings and orientations, when conducted, should form part of their staff development and basic knowledge of employees;

- c) Create an independent internal mechanism or a Committee on Decorum and Investigation (CODI) to investigate and address complaints of GBSH which shall carry out such functions as stated under Section 17(c) of the law and as further outlined in Sec. 33 of these rules;
- d) Develop and disseminate, in consultation with all persons in the workplace, including employees or their representatives and union, if any, a code of conduct or workplace policy which shall:
 - 1) Expressly reiterate the prohibition on GBSH;
 - 2) Describe the procedures of the internal mechanism created under Section 17(c) of the law; and
 - 3) Set administrative penalties.

In case of non-compliance in the public sector by the employer of their duties, an employee may file an administrative complaint with the Civil Service Commission (CSC).

In case the employer is a presidential appointee, elective official or official of the AFP, an administrative complaint may be filed with appropriate offices with such jurisdictions, such as the Office of the President or Office of the Ombudsman.

Compliance of employers of the duties as provided herein shall form part of the enforcement function of the Department of Labor and Employment (DOLE). Non-compliance with these duties shall also be reported to the DOLE. The latter shall conduct the inspection and require compliance in accordance with existing rules and regulations.

If the act was committed while the employee is in the workplace by a person other than those enumerated in Section 19 of these rules, the employer shall ensure that assistance is given to the employee, as mandated in the company's policies, and supervised by the CODI and/or Human Resources.

SEC. 20. Support for Workers in the Informal Economy. — Within sixty (60) days from the effectivity of these rules, the DOLE, in coordination with concerned agencies, shall develop guidelines on the provision of appropriate mechanisms and interventions, including redress mechanisms, for employees covered by R.A. No. 10361 or the Kasambahay Law, those employed in the informal economy and those employed in establishments where there are only ten or fewer employees.

SEC. 21. Duties of Employees and Co-Workers. — Employees and co-workers shall have the duty to:

- a) Refrain from committing acts of GBSH;
- b) Discourage the conduct of GBSH in the workplace;
- c) Provide emotional or social support to fellow employees, co-workers, colleagues or peers who are victims of GBSH; and
- d) Report acts of GBSH witnessed in the workplace. Reports may be made by any person to the employer or any agent of the employer. A report may be anonymous and, unless made by the victim in her/his own name, shall not constitute a formal complaint. Any such report shall constitute sufficient notice to the employer who shall thereafter verify and refer the matter to the CODI. An employee may choose to report directly to the CODI, in which case the CODI guidelines and procedures shall be observed

The failure of the employer to act on reports may make the employer liable under Section 19 (b) of the law.

The failure of the CODI to act on reports shall be subject to the penalties in the Code of Conduct to be developed in accordance with Section 32 of these rules.

SEC. 22. Liability of Employers. — In addition to liabilities for committing acts of GBSH, employers may also be held responsible for:

- a) Non-implementation of their duties under Section 17 of the law, as provided in penal provisions;
- b) Not taking action on reported acts of GBSH committed in the workplace.

Any person who violates subsection (a) of this section, shall upon conviction, be penalized with a fine of not less than Five thousand pesos (P5,000.00) nor more than Ten thousand pesos (P10,000.00).

Any person who violates subsection (b) of this section, shall upon conviction, be penalized with a fine of not less than Ten thousand pesos (P10,000.00) nor more than Fifteen thousand pesos (P15,000.00).

SEC. 23. Independent Action for Damages. — Nothing shall preclude the victim of work-related GBSH from instituting a separate and independent action for damages and other affirmative relief.

SEC 24. Routine Inspection. — The DOLE for the private sector and the CSC for the public sector shall conduct yearly spontaneous, random, and unannounced inspections to ensure compliance of employers and employees in accordance with their rules on inspection and their obligations under the law.

**RULE VII
GENDER-BASED SEXUAL HARASSMENT IN
EDUCATIONAL AND TRAINING INSTITUTIONS**

SEC. 25. Gender-Based Sexual Harassment in Educational and Training Institutions. —

1. Designation of office or person to receive complaints. All educational and training institutions, whether public or private, shall designate an *officer-in-charge* to receive complaints regarding violations of the law, and shall ensure that the victims are provided with a gender-sensitive environment that is both respectful to the victims' needs and conducive to truth-telling.

Towards this end, educational and training institutions shall:

- a) Assign an office or a person that must be readily accessible to receive complaints on GBSH. The educational and training institutions shall ensure that received complaints are processed in a manner that is most efficient and convenient to the complainant. The officer-in-charge shall also determine, upon receipt of the complaint, if the offended party needs immediate assistance, such as counseling, and/or medical services, and the same shall, to the extent possible, be provided, should the complainant choose to avail of such. The complaints shall be forwarded to the CODI within forty-eight (48) hours from receipt therefrom.

The office or the person assigned to receive complaints shall be knowledgeable about gender, gender-based violence such as sexual harassment, mental health, counselling, and other relevant knowledge and skills in handling the subject cases. The task will be part of the usual assignment of the office or the person, and will be included in the determination of salaries and benefits, if applicable, and, the performance shall be part of any regular work-related assessments.

- b) Ensure confidentiality in the process of accepting the complaint. The area where the offended party may stay to receive counseling or narrate the incident shall be comfortable and safe, keeping in mind the privacy and general well-being of the offended party.

For purposes of these rules, educational and training institutions include those that offer courses or programs online, alternative learning systems and other non-conventional forms of higher education. Government agencies with educational or training academies either for its employees or for the public are also covered by these rules. These rules shall also cover educational and training institutions with their own charter, or those created by law.

Students refer to those enrolled full-time or part-time in regular courses or short-term and special training offered by the educational or training institutions.

Notwithstanding this provision, an offended party may directly file a complaint with the CODI.

2. Within one hundred fifty (150) days from the effectivity of these rules, every education and training institution must adopt and publish grievance procedures to facilitate the filing of complaints by students, staff and faculty members as provided in Section 21 of the law. The pendency of the adoption or absence of such grievance procedures shall not prevent the educational and training institution from immediately addressing GBSH based on the law and these rules.

Even if an individual does not want to file a complaint or does not request that the school take any action on behalf of a student, staff, or faculty member and school authorities have knowledge or reasonably know about a possible or impending act of GBSH or sexual

violence, the school should promptly investigate to determine the veracity of such information or knowledge and the circumstances under which the act of GBSH or sexual violence were committed, and take appropriate steps to resolve the situation. If a school knows or reasonably should know about acts of GBSH or sexual violence could have been committed that creates a hostile environment, the school must take immediate action to eliminate the same acts, prevent their recurrence, and address their effects. This shall include the conduct of an investigation, on its own initiative, and referral of offended party for appropriate psychosocial or medical services.

Excluded

Once a perpetrator is found guilty by the CODI, the educational institution may reserve the right to strip the diploma from the perpetrator or issue an expulsion order.

The Commission on Higher Education (CHED), Department of Education (DepEd), Technical Education and Skills Development Authority (TESDA), and other agencies or offices with attached training institutions shall formulate the guidelines to effectively implement this penalty. Provided, that the perpetrator covered in this section refers to students who were currently enrolled in the school or training institution at the time of the commission of the crime complained of.

The CODI of educational and training institutions shall address GBSH and online sexual harassment in accordance with the rules and procedures contained in their CODI manual. Provided, that, the CODI manual shall conform to the provisions required under the law and its rules.

shh

In all instances, the confidentiality of the proceeding shall be protected. Notwithstanding the prompt obligation of the school to investigate, it shall respect the privacy of the victim and exert efforts to determine the readiness and willingness to pursue a case against the perpetrator. In the event that the victim decides to go to court, it shall be incumbent upon the educational and training institutions to make the proper referral for legal assistance.

3. Support Parties Involved in GBSH-Related Court Proceedings. When a case is brought before the appropriate courts, educational and training institutions shall give due consideration to parties involved in court proceedings with respect to school or work requirements, such as excusing their absences from classes when they need to attend court hearings.

number

SEC. 26. Who Can Commit Gender-Based Sexual Harassment in Educational and Training Institutions. — GBSH may be committed by principals, school heads, teachers, instructors, professors, coaches, trainers, or any person who has authority, influence or moral ascendancy over another, students, and trainees.

SEC. 27. Duties of School Heads and Heads of Training Institutions. — School heads and heads of training institutions shall have the following duties:

- a) Disseminate or post a copy of the law in a conspicuous place in the educational or training institution;

Dissemination of the law may be done through, among others:

- 1) Sending copies of the law and its Rules through official notices or means of communications among heads of different departments, bureaus, offices, units or such subdivisions in an educational or training institution for proper information to members;
- 2) Posting a copy of the law and its Rules online or in the official website of the educational or training institution;
- 3) Conducting orientation on the law and providing copies in print or electronically, as well as preparing information materials such as primers, frequently asked questions, and the like.

27

Copies of the law and its IRR should always be posted in areas of the educational or training institutions that are easily visible to students, especially in areas where they usually congregate.

The law and its rules may be translated into a language easily understandable to the students/trainees.

- b) Provide measures to prevent GBSH in educational or training institutions, like information campaigns, express inclusion in the student handbook, orientation of student organizations, and training of teaching and non-teaching staff, students, security officers, and other members of the school community.

Heads of educational and training institutions shall ensure that all students will receive age-appropriate training on gender sensitivity and gender-based violence, including sexual harassment and other gender and development (GAD) related topics as may be relevant;

- c) Create an independent internal mechanism or a CODI to investigate and address complaints of GBSH which shall carry out such functions as stated under Section 22(c) of the law and as further outlined in Section 33 of these rules;
- d) Provide and disseminate, in consultation with all persons in the educational or training institution, a code of conduct or school policy which shall:
- 1) Expressly reiterate the prohibition on GBSH;
 - 2) Prescribe the procedures of the internal mechanism created under the law; and
 - 3) Set administrative penalties;
- e) Designate an office or person to receive complaints of sexual harassment.

SEC. 28. Liability of School Heads and Heads of Training Institutions. — In addition to liability for committing acts of GBSH, principals, school heads, teachers, instructors, professors, coaches, trainers, or any other person who has authority, influence or moral ascendancy over another in an educational or training institution may also be held responsible for:

- a) Non-implementation of their duties under Section 22 of the law, as provided in the penal provisions; or
- b) Failure to act on reported acts of GBSH committed in the educational institution.

Any person who violates subsection (a) of this section, shall upon conviction, be penalized with a fine of not less than Five thousand pesos, (P5,000.00) nor more than Ten thousand pesos (P10,000.00).

Any person who violates subsection (b) of this section, shall upon conviction, be penalized with a fine of not less than Ten thousand pesos (P10,000.00) nor more than Fifteen thousand pesos (P15,000.00).

These shall not preclude the filing of administrative cases against the school head with the appropriate disciplinary authority.

SEC. 29. Liability of Students. — Minor students who are found to have committed acts of GBSH shall only be held liable for administrative sanctions by the school as stated in their school handbook.

Sec. 30. Independent Action for Damages. — Nothing shall preclude the victim of education or training-related GBSH from instituting a separate and independent action for damages and other affirmative relief.

SEC. 31. Routine Inspection. — DepEd, CHED, and TESDA shall conduct regular spontaneous inspections to ensure compliance of school heads with their obligations under the law.

DepEd, CHED, and TESDA shall include consultations with the student councils or the student body in the conduct of their inspection.

RULE VIII
THE CODE OF CONDUCT AND THE
COMMITTEE ON DECORUM AND INVESTIGATION

SEC. 32. Development of Code of Conduct. — Within one hundred fifty (150) days from the effectivity of these rules, employers both from the public and private sector, and heads of educational and training institutions shall develop a Code of Conduct, in consultation with workers or the union, if any, in workplaces, and with the student council in the case of schools and training institutions, that will:

- a) Define GBSH, its coverage, forms, classifications, appropriate penalties; when and where it may be committed and by whom.

The Code of Conduct may include a prohibition against sexual harassment by:

- 1) Employers or employees to customers or clients of the establishment or agency;
 - 2) Employers or employees in a company, office, or agency acting as a Partner On-The-Job-Training Institution to student interns, if the Code of Conduct covers the workplace;
 - 3) Student interns to employers, employees, or workers in a company, office or agency that is acting as a Partner On-The-Job-Training Institution, if the Code of Conduct covers the educational or training institution;
- b) Specify the procedures in the filing of cases, investigation, and resolution and appeal thereof that will be the bases of the functions of the CODI.

Rules and procedures in case of a request for inhibition of any of the members of the CODI either from the parties or a member of the CODI shall also be developed;

- c) Specify the functions, responsibilities, composition, and qualifications of the members of the CODI, including the penalties to be imposed on members of the CODI in cases of non-performance or inadequate performance of functions. All members of the CODI shall undergo continuing training on gender sensitivity, gender-based violence, sexual orientation, gender identity and expression, and other gender and development (GAD) topics as needed.

To the extent possible, employers may also include the provision of support especially for victims of GBSH, including among others, psychological or psychosocial counseling services, or referral to such services, and assistance in the filing of administrative, civil, and/or criminal case/s.

SEC. 33. Committee on Decorum and Investigation (CODI). — Within one hundred fifty (150) days from the effectivity of these rules, employers and heads of educational and training institutions shall constitute a Committee on Decorum and Investigation (CODI) that shall serve as an independent internal grievance mechanism that will act as the main body in the investigation and resolution of cases involving GBSH in the workplace and in educational and training institutions.

- a) For workplaces, the CODI shall be composed of at least one representative each from the management, the employees from the supervisory rank, the rank-and-file employees, and the union/s or employees association, if any. The representatives of the workers shall be selected among them and by vote. The employer may include other groups in the CODI as may be applicable. The employer shall also ensure that there will be a sufficient number of people who may immediately replace any member of the CODI in case s/he inhibits from any case, or when needed, so as not to cause any delay in the process being undertaken.
- b) For educational and training institutions, the CODI shall be composed of at least one (1) representative each from the school administration, the trainers, instructors, professors or coaches and students or trainees, students and parents, as the case may be. The school

head or the head of the training institution may include other groups in the CODI as may be applicable. It shall be ensured that there is equal representation of persons of diverse sexual orientation, gender identity and/or expression, as far as practicable. Aside from the regular members of the CODI, the school head or the head of training institution must designate their respective permanent alternate who shall act on their behalf in case of absence of the regular member and must have the authority to render decision so as not to delay the proceedings being undertaken and to ensure continuity of deliberation.

- c) Every CODI shall be headed by a woman and not less than half of its members shall be women.
- d) Every CODI shall be composed of members who should be impartial and not connected or related to the alleged perpetrator within the fourth degree of consanguinity or affinity and have no prior record of involvement as a respondent, defendant or accused in any case of whatever nature on Sexual Harassment. Further, in case of relation by consanguinity or affinity to either the complainant or respondent, the CODI member shall inhibit from participating in any part of the proceeding, or be substituted by another.

The complainant or the respondent may request a member of the CODI to inhibit, or the CODI member may, on his/her initiative, cause the inhibition based on conflict of interest, manifest partiality, and other reasonable grounds. Upon such a grant of inhibition, the member shall immediately be replaced so as not to cause a delay in the proceedings.

The CODI shall, at all times, observe due process and, investigate and decide on written complaints within ten (10) working days or less upon receipt thereof. It shall ensure the protection of the complainant from retaliation and guarantee confidentiality to the greatest extent possible. The ten-day period will not include the period of appeal which shall be available to either party.

The CODI, in accordance with the Code of Conduct, shall ensure that the respondent is given the opportunity to be properly notified of and respond to the charge/s and that parties are given information on the hearings and its outcomes. An appeal process will be ensured.

- e) The CODI shall ensure the protection of a complainant from retaliation without causing her/him any disadvantage, diminution of benefits or displacement, and without compromising his/her security of tenure.

It shall also guarantee gender-sensitive handling of cases, and confidentiality of the identity of the parties and the proceedings to the greatest extent possible.

All workplaces, educational and training institutions that have existing Code of Conduct or Policy on Sexual Harassment, including a CODI established under Republic Act No. 7877 will heretofore amend them to conform to the law and these rules.

Notwithstanding the duty of every employer to develop CODI guidelines, it may consider as part thereof the guidelines, policies or pertinent issuances on sexual harassment developed by the DOLE for the effective implementation of the law in the private sector. The public sector shall comply with the standards set by the CSC.

School heads or heads of training institutions covered by CHED, DepED, and TESDA shall comply with the standards set by them, accordingly.

Nothing in these rules prevents the victim from seeking redress in the appropriate courts of justice.

RULE IX OVERSIGHT MECHANISM

SEC. 34 Oversight Mechanism. — An oversight body composed of agencies mandated to implement the law and its rules is hereby created to ensure the effective implementation of the law. The Philippine Commission on Women, the Department of the Interior and Local Government and the Department of Information and Communications Technology shall be co-chairs with the following as members:

- a) Civil Service Commission;
- b) Commission on Human Rights;
- c) Department of Justice;
- d) Department of Education;
- e) Department of Labor and Employment;
- f) Department of Social Welfare and Development;
- g) Department of Health;
- h) Commission on Higher Education;
- i) Technical Education and Skills Development Authority;
- j) Land Transportation Office;
- k) Metro Manila Development Authority;
- l) Land Transportation Franchising and Regulatory Board;
- m) Philippine National Police;
- n) National Bureau of Investigation;
- o) Cybercrime Investigation and Coordinating Center; and
- p) Three (3) CSOs active on issues of gender-based violence

The oversight shall have the following functions:

- 1) Harmonize the initiatives in implementing the law and ensure that there are no overlaps in activities;
- 2) Ensure and facilitate coordination and collaboration among agencies involved;
- 3) Develop a monitoring and evaluation system including a database for all the forms of Gender-Based Sexual Harassments in the law, tools, and/or process to see whether the law is effectively being implemented;
- 4) Recommend policies, guidelines, or measures to ensure effective implementation of the law;
- 5) Develop and recommend strategies for the prevention of GBSH;
- 6) Formulate a comprehensive and integrated program to prevent and suppress GBSH;
- 7) Include other agencies and CSOs/NGOs to the oversight body as may be necessary;
- 8) Meet at least twice a year, or as often as may be necessary; and
- 9) Perform such other functions necessary to attain the purposes and objectives of the law.

RULE X COMMON PROVISIONS

SEC. 35. Confidentiality. — At any stage of the investigation, prosecution, and trial of an offense under R.A. No. 11313, the rights of the victim and the accused who is a minor shall be recognized.

In all cases of GBSH as enumerated in the law, the confidentiality of records on the victim, and when the accused is a minor will be protected.

SEC. 36. Restraining Order. — Where appropriate, the court, even before rendering a final decision, may issue an order directing the perpetrator to stay away from the offended person at a distance specified by the court or to stay away from the residence, school, place of employment, or any specified place frequented by the offended person.

SEC. 37. Remedies and Psychological Counseling. — A victim of gender-based street, public spaces or online sexual harassment may avail of appropriate remedies as provided for under the law as well as psychological counseling services with the aid of the LGU and the DSWD, in

coordination with the DOH and the PCW. Any fees to be charged in the course of a victim's avilment of such remedies or psychological counseling services and other services in consonance with R.A. No. 11036 or the Philippine Mental Health Law shall be borne by the perpetrator.

LGUs and concerned agencies may partner with private entities in the provision of psychological counseling services and other related processes such as the development of a referral system. In all instances, any fees that may be charged or incurred in the course of the counseling shall be borne by the perpetrator.

Psychological counselling and other remedies referred to in this Section may also be provided to victims of workplace and school-based sexual harassment.

SEC. 38. Administrative Sanctions. — The imposition of penalties outlined under R.A. No. 11313 is without prejudice to any administrative sanctions that may be imposed if the perpetrator is a government employee.

SEC. 39. Imposition of Heavier Penalties. — Nothing in the law shall prevent LGUs from coming up with ordinances that impose heavier penalties for the acts specified herein.

SEC. 40. Exemptions. — Acts that are legitimate expressions of indigenous culture and tradition, as well as breastfeeding in public shall not be penalized. Expressions of indigenous culture and tradition include, among others, the wearing of traditional attires of tribes or clans that may show partial nudity. Provided that, such expressions of indigenous culture and tradition do not discriminate against women, girls, and persons of diverse sexual orientation, gender identity, and expression.

RULE XI FINAL PROVISIONS

SEC. 41. PNP Women, and Children Protection Centers/Desks. — The women and children's desks and the Women and Children Protection Center shall act on and attend to all complaints covered under the law. They shall coordinate with ASHE officers on the street, security guards in privately-owned spaces open to the public, and anti-sexual harassment officers in government and private offices or schools in the enforcement of the provisions of the law.

SEC 42. Educational Modules. — All schools, whether public or private, including formal and non-formal systems, shall educate students from the elementary to tertiary level about the provisions of the law and how they can report cases of gender-based streets, public spaces and online sexual harassment committed against them. School courses shall include age-appropriate, inclusive and culturally-sensitive educational modules against gender-based streets, public spaces and online sexual harassment which shall be developed by DepEd, CHED, TESDA, and PCW.

Schools and agencies concerned shall ensure that all forms of GBSH shall be included in the development of said educational modules.

SEC. 43. Awareness Campaigns. — Role of agencies in disseminating information on the law:

- PCW shall take the lead in a national campaign for the awareness of the law;
- DILG and PCW, together with duly accredited women's groups shall coordinate to ensure participation of all LGUs in a sustained information campaign. Duly-accredited women's groups shall refer to CSOs which have been recognized as such by any government agency or LGUs, and with relevant mandate and competence;
- DICT shall ensure the development of an online campaign that reaches a wide audience of Filipino internet users.

Information, education, and communication (IEC) materials for such awareness campaigns may include all forms of media condemning different forms of GBSH, informing the public of penalties for committing GBSH, and infographics of hotline numbers of authorities.

In addition, these agencies shall ensure that all forms of GBSH covered by the law will be included in the communication plans and awareness campaigns.

SEC. 44. Safety Audits. — LGUs are required to conduct safety audits on their responsibilities enumerated in Section 8 of the law and Section 9 of these rules every three (3) years to assess the efficiency and effectivity of the implementation of the law within their jurisdiction. Such audits shall be multisectoral and participatory, with consultations undertaken with schools, police officers, and civil society organizations.

In conducting safety audits, provinces shall assess the implementation of cities and municipalities within their jurisdictions, and the cities and municipalities shall assess the barangays, in the exercise of their general supervision.

The DILG and concerned agencies shall assist the LGUs in developing indicators that will guide the safety audits, covering not only the extent of the people served by this law but also the effectivity of the law.

SEC. 45. Appropriations. — Such amounts as may be necessary for the implementation of R.A. No. 11313 shall be indicated under the annual General Appropriations Act (GAA). National and local government agencies shall be authorized to utilize their mandatory gender and development (GAD) budget, as provided under R.A. No. 9710, otherwise known as the Magna Carta of Women for this purpose. In addition, LGUs may also use their mandatory twenty percent (20%) allocation of their annual internal revenue allotments for local development projects as provided under Section 287 of R.A. No. 7160, otherwise known as the Local Government Code of 1991.

SEC. 46. Prescriptive Period. — Any action arising from the violation of any of the provisions of R.A. No. 11313 shall prescribe as follows:

- a) Offenses committed under Section 11(a) of the law shall prescribe in one (1) year;
- b) Offenses committed under Section 11(b) of the law shall prescribe in three (3) years;
- c) Offenses committed under Section 11(c) of the law shall prescribe in ten (10) years;
- d) Offenses committed under Section 12 of the law shall be imprescriptible; and
- e) Offenses committed under Sections 16 and 21 of the law shall prescribe in five (5) years.

SEC. 47. Separability Clause. — If any provision or part hereof of these rules is held invalid or unconstitutional, the remaining provisions not affected thereby shall remain in full force and effect.

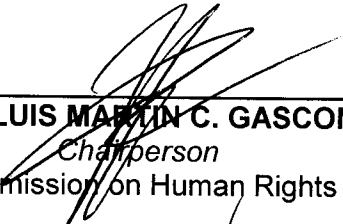
SEC. 48. Repealing Clause. — All administrative orders, rules, regulations, memoranda, circulars, local ordinances, resolutions, and other issuances or orders contrary to the provisions of the Safe Spaces Act or inconsistent herewith are hereby repealed, modified or amended accordingly.

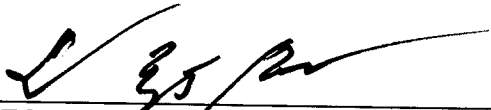
SEC. 49. Effectivity. — These Implementing Rules and Regulations shall take effect fifteen (15) days after its publication in the Official Gazette or in a newspaper of general circulation in the Philippines.

Approved: October 28, 2019

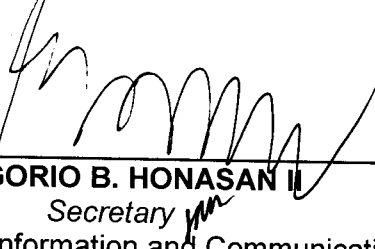
IRR Drafting Committee for Republic Act No. 11313:

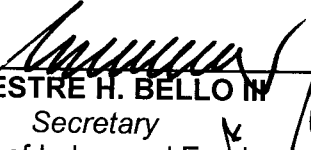

J. PROSPERO E. DE VERA III
Chairperson
Commission on Higher Education

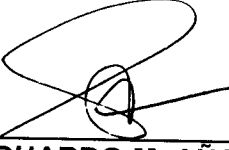

JOSE LUIS MARTIN C. GASCON
Chairperson
Commission on Human Rights

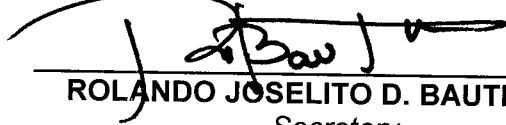

LEONOR MIRASOL MAGTOLIS-BRIONES
Secretary
Department of Education


FRANCISCO T. DUQUE III
Secretary
Department of Health


GREGORIO B. HONASAN II
Secretary
Department of Information and Communications
Technology

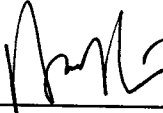

SILVESTRE H. BELLO III
Secretary
Department of Labor and Employment


EDUARDO M. AÑO
Secretary
Department of the Interior and
Local Government

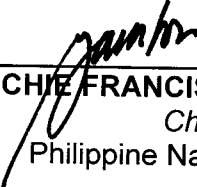

ROLANDO JOSELITO D. BAUTISTA
Secretary
Department of Social Welfare and
Development

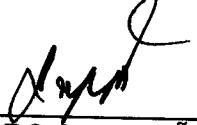


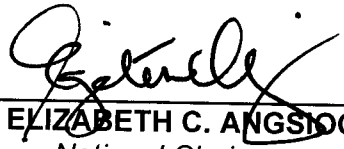

EDGAR C. GALVANTE
Assistant Secretary
Land Transportation Office


DANILO D. LIM
Chairperson
Metro Manila Development Authority


RHODORA T. MASILANG-BUCAY
Chairperson
Philippine Commission on Women


ARCHIE FRANCISCO F. GAMBOA
Chief
Philippine National Police


ISIDRO S. LAPENA
Director General
Technical Education and
Skills Development Authority


ELIZABETH C. ANGSIKO
National Chairperson
Democratic Socialist Women of the
Philippines


MARIE HAZEL E. LAVITORIA
Executive Director
Sentro ng Alternatibong Lingap Panlegal


JELEN C. PACLARIN
Executive Director
Women's Legal and Human Rights Bureau