



Republic of the Philippines  
**SANGGUNIANG PANLUNGSOD**  
City Government of Pasig

Ordinance No. 5  
Series of 2022

**AN ORDINANCE CREATING THE PASIG CITY PRIDE DEVELOPMENT COUNCIL,  
DEFINING ITS COMPOSITION, FUNCTIONS AND RESPONSIBILITIES.**

**Authored by:** Councilor Rhichie Gerard T. Brown  
**Co- Authored by:** Councilors Syvel C. Asilo, Ferdinand A. Avis, Regino S. Balderrama, Orlando R. Benito, Mario C. Concepcion, Jr., Rosalio D. Martires, Corazon M. Raymundo, Reynaldo R. San Buenaventura III, Gregorio P. Rupisan Jr., Editha C. Santiago, Wilfredo F. Sityar, LIGA Pres. Rigor J. Enriquez and SK Fed. President Georgia Lynne P. Clemente

**WHEREAS**, it is the policy of the state as provided in the 1987 Constitution Section 23, Article II that "The State shall encourage non-governmental, community-based, or sector organizations that promote the welfare of the nation."

**WHEREAS**, as pursuant to Chapter IV, Section 34 of the Local Government Code that Local government units shall promote the establishment and operation of people's and non-governmental organizations to become active partners in the pursuit of local autonomy.

**WHEREAS**, the United Nations Development Program (UNDP) and the World Bank believe that in order to deliver the pledge of 2030 Agenda for Sustainable Development no one must be left behind and must reach the further behind;

**WHEREAS**, in 2015 the United Nation Development Program (UNDP) and the Office of the High Commissioner for Human Rights (OHCHR) identified the five most important dimensions of human freedom and considered as the LGBTI index: health, economic well-being, education, political and civic participation, and personal security;

**WHEREAS**, the Philippines National LGBT Community Dialogue last 2019 through the Philippine Country Report stated that the various LGBTQI+ organizations tend to work independently of each other which causes division among themselves;

**WHEREAS**, there is a growing need to create a council which will focus solely on the matters pertaining the empowerment and development of the LGBTQ+ community;

**WHEREAS**, the Sangguniang Panlungsod ng Pasig passed on March 17, 2022 Ordinance No. 4 the LGBTQ+ Comprehensive Anti-Discrimination Ordinance of Pasig 2022 which referred to the creation of an implementing mechanism of that Ordinance.

**NOW, THEREFORE**, be it **ORDAINED** as it is **ORDAINED** by the Sangguniang Panlungsod ng Pasig, in session duly assembled the following:



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AN ORDINANCE CREATING THE PASIG CITY PRIDE DEVELOPMENT COUNCIL, DEFINING ITS COMPOSITION, FUNCTIONS AND RESPONSIBILITIES.

**SECTION 1. SHORT TITLE.** This Ordinance shall be known as THE PASIG CITY PRIDE DEVELOPMENT COUNCIL (PRIDE Council);

**SECTION 2. COMPOSITION OF THE PASIG CITY PRIDE DEVELOPMENT COUNCIL (PRIDE Council)** - The PRIDE Development Council shall be composed of the following;

- Chairperson** - Mayor
- Co-Chairpersons** - Chairperson: Sangguniang Panlungsod GAD Committee  
- LGBTQ+ Representative
- Vice Chairperson** - Head, GAD Office
- Members:** - Head, Pasig Philippine National Police  
President, Liga ng mga Barangay  
President, Sanggunian ng Kabataan  
From the LGBTQ+ community: 1 Representative  
each from the following sectors:  
(1) Education, (2) Professional group, (3) Arts and Culture, (4) Health, and (5) Business.

**SECTION 3. FUNCTIONS OF THE PASIG CITY PRIDE DEVELOPMENT COUNCIL (PRIDE COUNCIL).**- The Pasig City PRIDE Development Council shall perform functions which shall further the cause of the LGBTQ+ community, including policy formulation, program development, monitoring the implementation of The LGBTQ+ Comprehensive Anti-Discrimination Ordinance of Pasig 2022 (LGBTQ+ CADO) and monitoring and evaluation of Pasig City PRIDE Development Plan (PRIDE Plan). It shall exercise the following principal functions:

- Develop policies to promote and safeguard the rights and development of the LGBTQ+ community in areas defined in the LGBTQ+ CADO Ordinance;
- Develop and strategize programs for the empowerment and development of LGBTQ+ community through a three (3) year-term Pasig City PRIDE Development Plan (PRIDE Plan);
- Monitor and evaluate the implementation of the PRIDE Plan and submit an annual accomplishment report based on the performance indicators identified in the Plan;
- Facilitate and assist the victims of stigma and discrimination to ensure that they have legal representation; and counseling and psychological assistance;



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- e. Maintain discrimination case documentation, case monitoring system, and set up a databank to easily access cases and experiences and stigma and discrimination;
- f. Recommend to the Sangguniang Panlungsod anti-discrimination policies for formulation of ordinances or resolutions;
- g. Monitor or review all policies embodied in resolutions, ordinances, codes and other policy documents to determine if they are free from discriminatory statements and provisions, and undertake necessary amendments of those provisions to effectively eliminate discrimination stigma, and stereotyping any LGBTQ+ person.

**SECTION 4. THE PASIG CITY PRIDE DEVELOPMENT PLAN (PRIDE Plan).**- There shall be a Pasig City PRIDE Development Plan to ensure the protection, empowerment and development of the LGBTQ+ community, within the context of overall community and social development.

The PRIDE Plan shall focus on the following thematic areas of empowerment and development or otherwise known as the centers of empowerment and development (CED), such as the following (1) Governance (2) Education (3) Economic Well-being (4) Health, (5) Social Protection, (6) Community Involvement and Inclusion, and (7) Gender-Based-Violence (GBV) and Security

The PRIDE Council shall craft and finalize the PRIDE Plan in coordination with the Gender and Development Office Head through the LGBTQ+ Development Officer (LDO). The final draft of PRIDE Plan shall be incorporated in the Gender and Development annual plan and the funds thereof shall be allocated according to the proceeding section of this ordinance.

The PRIDE Development Council shall meet at least quarterly to be presided by either of its Chairpersons. On its first meeting, the Council shall formulate and approve its Internal Rules and Procedure for the proper conduct of their duties and responsibilities.

**SECTION 5. CENTERS FOR EMPOWERMENT AND DEVELOPMENT-** to ensure that the programs of PRIDE Council are responsive to the needs of the LGBTQ+ community, it shall focus on the following areas in formulating the PRIDE Plan, to wit;

**a. Governance**

- o Probable participation in the local special bodies that directly concerns the LGBTQ+ community;



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- Propose policies and ordinances that shall ensure the success of achieving an anti-discrimination and gender inclusive city; and
- Provide opportunities and venues for leadership and character development of LGBTQ+ community members.

**b. Education**

- Review existing education-related materials to ensure that they are SOGIE-sensitive;
- Create partnership with educational institutions and develop programs that will provide SOGIE sensitivity training for faculty and staff;
- Cooperate with educational institutions to create a gender-inclusive and safe schools policies;
- Design programs or projects that will promote respect for diversity; and
- Strengthen the LGBTQ+ community establishments in the educational institutions.

**c. Economic well-being**

- Study and recommend new local legislations focusing on LGBTQ+ people in the workplace that addresses issues such as non-discrimination in hiring and job retention and security;
- Develop sustainable livelihood programs for LGBTQ+ community especially those who are abandoned, with disabilities, elderly and unemployed;
- Craft a mechanism that shall support the LGBTQ+ in the workplace including psychosocial and para-legal support to victims of employment-related discrimination;
- Review existing studies and propose studies on the positive impact of LGBTQ+-friendly policies in the workplace and communicate them to policy-makers and business owners;
- Initiate programs that promote respect for diversity in the workplace; and
- Organize, support and encourage LGBTQ+ entrepreneurs and business owners.



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**d. Health**

- Raise the discussion and awareness beyond HIV and must include other health-related issues of the LGBTQ+ community such as health needs of women/lesbians, elderly and PWD LGBTQ+s, and transgender people;
- Create sustainable programs that shall highlight the health needs of LGBTQ+ community, including intersex people, elderly LGBT, indigenous LGBTQ+, PWD LGBTQ+ and individuals who provide services for LGBTQ+ people;
- Build a strong partnership with health professionals and health organizations to promote gender sensitive and neutral health services; and
- Advocate and push for further LGBTQ+ related- studies, research and surveys in order to create local recommendations.

**e. Social Protection**

- Encourage fora for discussion of presence or absence of affirmative action for LGBTQ+ in social policies;
- Review local social policies to identify points for strengthening inclusivity, reducing LGBTQ+ vulnerability and protection of LGBTQ+ people against risks and losses to their income and livelihood, also those that prevent them from enjoying their rights to quality education, good health and protection from violence, exploitation and abuse.
- Propose amendments to local social policies that can strengthen inclusivity, reducing LGBTQ+ vulnerability and their protection against risks and losses to their income and livelihood and all other policies, programs that curtail their rights in enjoying quality services in all aspects of development as well as protection from acts of violence and discrimination;

**f. Community Involvement and Inclusion**

- Hold programs and projects that shall actively engage the LGBTQ+s in the communities such as community organizing at the Barangay Level and active participation in Local Government's programs;



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- Promote gender inclusive culture and anti-gender discrimination to the grassroots; and
- Develop policies and recommendations that shall de-pathologize diverse sexual orientation and gender in the community including all private establishments.

**g. Gender-based Violence and Security**

- Create a mechanism that shall monitor the cases of discrimination and violations of the LGBTQ+ CADO of 2022;
- Realize the advocacies on anti-discrimination and free gender-based discrimination through awareness programs and promotion human rights to the LGBTQ+ community;
- Develop a program that shall support the recovery of the victims of sexual and gender related violence; and
- Establish a strong network of LGBTQ+ Rights advocates between the LGBTQ+ community in Pasig and National and International LGBTQ+ groups.

The PRIDE Council may add other development areas through a resolution creating the same signed by the 2/3 of the said Council.

**SECTION 6. THE LBGTQ+ DEVELOPMENT OFFICER (LDO)-** The PRIDE Council shall have an LGBTQ+ Development Officer which equates to a plantilla position of Planning Officer 1 who will receive a salary equivalent to Salary Grade 16.

The LDO shall have the following qualifications:

- At least a Bachelor's Degree holder relevant to the job (Psychology, Sociology, Political Science or Gender and Development Studies);
- 1 year relevant experience;
- 4 hours relevant training; and
- Civil Service Professional/2<sup>nd</sup> Level Eligibility

The LDO shall be a staff member of the Gender and Development Office and reports to the Head of the office.



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**SECTION 7. DUTIES AND RESPONSIBILITIES OF THE LGBTQ+ DEVELOPMENT OFFICER** - The LGBTQ+ Officer shall serve as the head of the secretariat of the PRIDE Council and shall have the following duties and responsibilities:

- a. Keep all the records including the resolutions, minutes and other pertinent documents concerning the PRIDE Council;
- b. Prepare and certify the minutes of the meeting;
- c. Prepare the agenda and notices for the members of PRIDE Council in consultation with the Chairperson ;
- d. Assist the PRIDE Council in crafting the PRIDE Plan functioning as secretariat;
- e. Provide the necessary trainings and capacity building events for the members of PRIDE Council and LGBTQ+ organizations in Pasig, he/she may also designate or hire training providers with the approval of Gender and Development Office Head;
- f. Plan and implement the commemorative events for LGBTQ+.
- g. Perform all other duties and task as may be assigned to him/her.

**SECTION 8. OVERSIGHT FUNCTIONS OF THE PRIDE COUNCIL ON LGBTQ+ CADO ORDINANCE**- The PRIDE Council shall perform oversight functions over the implementation of the LGBTQ+ CADO of Pasig 2022.

**SECTION 9. MISCELLANEOUS FUNCTIONS OF THE PASIG CITY PRIDE COUNCIL**- the PRIDE Council shall coordinate with relevant local, national and international organizations in furtherance of the cause of every person in the LGBTQ+ Community, as well as in the commemoration of significant LGBTQ+ events.

**SECTION 11. APPROPRIATION.** To be able to maximize the full performance of its functions and the realization of the PRIDE Plan and the implementation of the protection of LGBTQ+ community, the Gender and Development Office shall include the budget of the PRIDE Plan in its annual budget.

**SECTION 12. SEPARABILITY CLAUSE-** If any portion or provision of this Ordinance is declared as void or unconstitutional, the remaining portions thereof shall not be affected thereby and shall remain in full force and effect.

**SECTION 13. REPEALING CLAUSE.** - Any provision of law or regulation inconsistent herewith is hereby repealed, revoked or modified accordingly.



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**SECTION 14. EFFECTIVITY CLAUSE.** - The ordinance shall take effect ten (10) days after its publication in a local newspaper of general circulation in the city and its posting in the entrance of the City Hall, and in two (2) other conspicuous place in the city.

APPROVED this 17<sup>th</sup> day of **March 2022** in Pasig City, Metro Manila.

**FERDINAND A. AVIS**  
Councilor

**MARIO C. CONCEPCION, JR.**  
Councilor

**GREGORIO P. RUPISAN JR.**  
Councilor

**ORLANDO R. BENTO**  
Councilor

**REYNALDO R. SAN BUENAVENTURA III**  
Councilor

**SYVEL C. ASILO**  
Councilor

**REGINO S. BALDERRAMA**  
Councilor

**CORAZON M. RAYMUNDO**  
Councilor

**EDITHA C. SANTIAGO**  
Councilor

**WILFREDO F. SITYAR**  
Councilor

**RIGOR MENRIQUEZ**  
LIGA President

**GEORGIA LYNNE P. CLEMENTE**  
SK Fed. President

**RHICHIE GERARD T. BROWN**  
Councilor  
Minority Floor Leader



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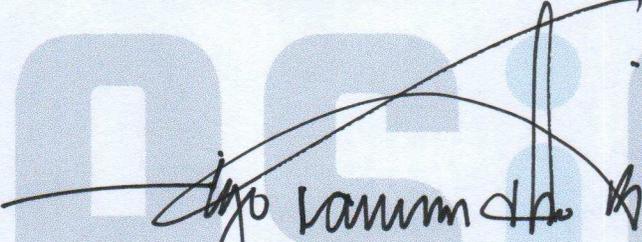
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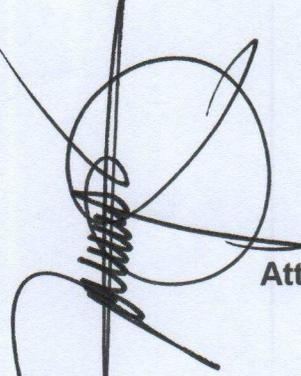
  
**ROSALIO D. MARTIRES**  
Councilor  
Majority Floor Leader

  
Attested by:

  
**IYO CHRISTIAN C. BERNARDO**  
City Vice-Mayor  
Presiding Officer

APPROVED:

  
**VICTOR MA. REGIS N. SOTTO**  
City Mayor

  
Attested by:

  
**LOIDA U. VILLANUEVA**  
Acting City Council Secretary

AN ORDINANCE CREATING THE PASIG CITY PRIDE DEVELOPMENT COUNCIL, DEFINING ITS  
COMPOSITION, FUNCTIONS AND RESPONSIBILITIES

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Author

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**WHEREAS**, the Sangguniang Panlungsod ng Pasig passed on \_\_\_\_\_ Ordinance No. \_\_ the LGBTQ+ Comprehensive Anti-Discrimination Ordinance of Pasig 2022 which referred to the creation of an implementing mechanism of that Ordinance.

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| <b>Chairperson</b>      | - Mayor   |
| <b>Co-Chairpersons</b>  | - Chairperson: Sangguniang Panlungsod GAD Committee |
|                         | - LGBTQ+ Representative                             |
| <b>Vice Chairperson</b> | - Head, GAD Office                                  |
| <b>Members:</b>         | - Head, Pasig Philippine National Police            |
|                         | President, Liga ng mga Barangay                     |
|                         | President, Sanggunian ng Kabataan                   |

From the LGBTQ+ community: 1 Representative each from the following sectors:

(1) Education, (2) Professional group, (3) Arts and Culture, (4) Health, and (5) Business.

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- Propose policies and ordinances that shall ensure the success of achieving an anti-discrimination and gender inclusive city; and
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**b. Education**

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- Hold programs and projects that shall actively engage the LGBTQ+s in the communities such as community organizing at the Barangay Level and active participation in Local Government's programs;
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