



Republic of the Philippines  
Department of Health  
**MARGOSATUBIG REGIONAL HOSPITAL**  
Margosatubig, Zamboanga del Sur



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**MRH ADMINISTRATIVE ORDER**

No. 002 s. 2020

**TO :** ALL EMPLOYEES  
This Hospital

**FROM :** RICHARD B. SISON, MD, MHA, FPCHA, FPSMS  
Medical Center Chief II

**SUBJECT :** INSTITUTIONALIZATION OF GENDER AND DEVELOPMENT  
POLICIES OF MARGOSATUBIG REGIONAL HOSPITAL

**DATE :** 17 JANUARY 2020

Pursuant to Article II, Section 14 of the 1987 Philippine Constitution which provides that "The State recognizes the role of women in nation-building, and shall ensure the fundamental equality before the law of women and men".

Under Republic Act No. 9710 or otherwise known as the Magna Carta of Women, it establishes the responsibility of the government to take actions in order to end discrimination against women. It provides that the Philippines government must "ensure the substantive equality of men and women" and mandates the State to take steps to review, amend or repeal existing laws that are discriminatory towards women.

Hence, the issuance of this policy.

The following policies on Gender and Development are hereby implemented among officials and employees of Margosatubig Regional Hospital, to wit:

1. Top management shall actively support and take the lead for the implementation of the GAD policy in the hospital.
2. There shall be an equal opportunity for both men & women in all positions in the organization.
3. The organization shall allocate adequate budgetary resources to support gender mainstreaming in the organization.
4. Gender should be taken into consideration in formulating strategic planning for the organization's programs and activities.
5. The GAD Focal Point System and determined agency personnel shall be allowed to attend to GAD seminars and updates for continuous implementation of the program.
6. Programs, project planning, implementation, evaluation and advisory teams in the organization shall consist of at least (2) member who is gender-sensitive or is/are member(s) of the GAD Focal Point System.
7. There shall be an established Sex-Disaggregated Data (SDD) in the organization.
8. Gender impact of projects and programs shall be monitored and evaluated.
9. The organization's programs and projects shall strive to promote gender equality to bridge the gap between men and women.
10. Gender Sensitivity shall also be considered in formulating job descriptions and performance criteria in hiring of hospital personnel.
11. Gender issues should be taken seriously and discussed openly by men and women in the organization.
12. All employees shall at all times refrain gender bias behaviour in terms of actions, language, jokes and comments.

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13. The organization shall reinforce gender sensitive behaviour and procedures to prevent and address sexual harassment.
14. Target participants in meetings, seminars and programs shall observe representation of both men and women participants.
15. The organization shall observe the use of a gender-fair language and images in all letters, IEC materials and communications.
16. Employees shall have their freedom to wear gender sensitive outfits in accordance to the prescribed dress code or motif.
17. If possible, duty hours of pregnant women in their last trimester shall be on the morning shift.
18. A child-minding area and breast feeding area shall be established for both clients and personnel.
19. The hospital shall established priority lanes for pregnant mothers, senior citizens, and PWDs.
20. The institution must be culture sensitive in terms of religious practices, releasing of cadavers and establishment of the prayer room of other ethnic groups provided that public service is not compromised.
21. Gender equality shall be observed in creating committees for equal representation of both sexes.

All other issuances inconsistent to the provisions of this Order are hereby repealed accordingly.

This Order shall take effect upon its approval.

**RICHARD B. SISON, MD, MHA, FPCHA, FPSMS**  
Medical Center Chief II