

**REPUBLIC OF THE PHILIPPINES**  
**Philippine Commission on Women**  
**Bureau of Jail Management and Penology**  
**Bureau of Corrections**

**JOINT MEMORANDUM CIRCULAR**

**No. 2025-04**

**TO: All City, District, and Municipal Jails, Provincial Jails and Sub-provincial Jails, and Correctional Institutions Under the Jurisdiction of the Bureau of Jail Management and Penology (BJMP) and the Bureau of Corrections (BuCor).**

**SUBJECT: Guidelines on Gender-Responsive Detention Facilities and Services**

**DATE: 1 December 2025**

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**1.0 BACKGROUND/RATIONALE**

The United Nations (UN) has adopted the Standard Minimum Rules for the Treatment of Prisoners in 1955 to ensure that people deprived of liberty (PDL) have the right to humane treatment and protection against torture as they retain their humanity even while incarcerated. These rules provide guidelines for the humane treatment of prisoners and management of penal institutions. More recently, the UN General Assembly has revised and updated these standards in 2015, which are known as the Nelson Mandela Rules.

Globally, more men than women are deprived of liberty.<sup>1</sup> Thus, criminal justice systems are primarily built for male, whereas women's specific needs for healthcare, family interaction and rehabilitation are frequently overlooked in the development of programs, projects and policies including jail systems and procedures. On 21 December 2010, the UN General Assembly adopted the United Nations Rules for the Treatment of Women Prisoners and Non-Custodial Measures for Women Offenders, otherwise known as the [Bangkok Rules](#) to address gender-specific needs of women deprived of liberty (WDL). This decision emphasized the necessity of establishing standards that are specifically tailored to the treatment of WDL.

However, with the alarming rise in the number of WDL worldwide,<sup>2</sup> particularly in the Philippines, the critical need to address their gender-specific concerns has become increasingly evident. Therefore, this Joint Memorandum Circular (JMC) has been developed to respond to the unique needs of WDL in the country.

**2.0 PURPOSE**

2.1. To prescribe guidelines for comprehensive policies and services to ensure the humane and gender-responsive treatment of women deprived of liberty, including elderly and women with disabilities, pregnant women, new mothers, and their infants.

2.2. To provide a framework for developing gender-responsive practices within city, district, municipal, and provincial detention facilities, including correctional institutions, addressing

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<sup>1</sup> According to the 2014 Office of the United Nations High Commissioner for Human Rights (OHCHR) Report, women comprise two to ten percent (2-10%) of the total prison population globally.

<sup>2</sup> The number of WDL grew by 50% from 2001 to 2015 (UN Women 2019), and for the same period the number of WDL in the Philippines had a 176.4% increase. In 2015 to 2021, there was a recorded increase of 86.3% (World Prison Brief).

the specific needs of vulnerable WDL, and preparing them and their families for reintegration into society.

2.3. To establish a monitoring and evaluation system to ensure effective implementation of gender-responsive policies and services within city, district, municipal, and provincial detention facilities and correctional institutions.

### 3.0 LEGAL FRAMEWORK

The development of these guidelines is informed by the following laws and international treaties and commitments that the Philippines is a signatory to:

3.1. Section 11 and 14 of Article II of the [1987 Philippine Constitution](#) provides that: The State values the dignity of every human person and guarantees full respect for human rights, and recognizes the fundamental equality of women and men before the law.

3.2. [Republic Act No. 9710 or the Magna Carta of Women \(MCW\)](#), a comprehensive human rights law, embodies this policy as it calls for equal treatment for women and men, and ensures provision of necessary services and interventions to women in especially difficult circumstances (WEDCs).

3.3. The [United Nations Standard Minimum Rules for the Treatment of Prisoners](#) (or the Nelson Mandela Rules) which emphasized that the provision of health care for prisoners is a State responsibility and obliges prison health-care services to evaluate and care for the physical and mental health of prisoners, including those with special needs.

3.4. The [Bangkok Rules](#) which acknowledges the gendered needs of women prisoners and provides guidance on gender sensitive alternatives for both pre-trial, detention and sentencing post-conviction and sets minimum standards for accommodation of detention prisoners.

3.5. The Philippines also subscribes to the [United Nations \(UN\) Convention on the Elimination of All Forms of Discrimination against Women \(CEDAW\)](#), the [Beijing Platform for Action \(BPfA\)](#), the [Sustainable Development Goals \(SDGs\) 2015-2030](#), and other similar international treaties and commitments.

### 4.0 SCOPE

This policy shall cover all detention facilities including city, district, and municipal jails, and correctional institutions under the jurisdiction of the Bureau of Jail Management and Penology (BJMP) and the Bureau of Corrections (BuCor).

Detention facilities managed by the local government units are also encouraged to use these guidelines for their jail facilities, programs and services.

### 5.0 GUIDING PRINCIPLES

To ensure effective and equitable implementation of this Joint Memorandum Circular, the following guiding principles shall serve as foundation for all policies, programs, and practices with the BJMP and the BuCor facilities. These principles are rooted in the recognition of inherent human rights, the imperative for non-discrimination, and the commitment to addressing the unique needs of women deprived of liberty.

5.1. *Accessibility and Inclusivity* - facilities and services shall be accessible and inclusive for all PDL, including those with disabilities.

5.2. *Confidentiality and Privacy* - the privacy and confidentiality of PDL sensitive personal and personal information shall be protected.

5.3. *Equity* - the needs of the most marginalized, such as senior citizens, women with disability, pregnant women, and those with serious ailment, shall be prioritized and ensured in the development and implementation of policy and programs to support equity in detention facilities.

5.4. *Gender Sensitivity* - policies, programs, and practices shall be sensitive to the diverse needs and experiences of all PDL, particularly women; it refers to the awareness, understanding, and consideration of how societal and cultural norms, roles, and expectations affect people differently based on their gender, as well as recognizing gender-based inequalities and actively working to address them.

5.5. *Human Rights-Based Approach* - all policies, programs, and practices shall be guided by international and national human rights standards.

5.6. *Non-Discrimination and Equality* - all persons deprived of liberty (PDL) shall be treated with dignity and respect, regardless of gender identity, sexual orientation, or other protected characteristics.

5.7. *Participation and Empowerment* - PDL shall be involved in the development and implementation of policies, programs, and practices that affect them.

5.8. *Reproductive Health and Rights* - ensure policies and programs for WDL guarantee their right to comprehensive, age-appropriate, and culturally sensitive sexual and reproductive health information, education, and healthcare services, including voluntary contraception, menstrual health management, maternal care, gender-based violence (GBV) support, and reproductive issue treatment.

5.9. *Women Deprived of Liberty (WDL)* - the protection and promotion of the rights of WDL shall be upheld, recognizing their condition of detention or imprisonment in custodial settings where their freedom of movement is restricted by judicial, administrative, or other lawful authority.<sup>3</sup>

## 6.0 DEVELOPMENT OF POLICIES, PROGRAMS, AND SERVICES

### 6.1. GENERAL GUIDELINES

All concerned government entities entrusted with the responsibility of managing jail and prison facilities are enjoined to integrate in the development of policies, programs and services the standards set forth by the Bangkok Rules, as follows:

6.1.1. Women deprived of liberty shall be provided with gender-specific facilities, materials, and health-care services that meet their particular needs. This includes free sanitary products, adequate water supply for personal care, and access to gender-specific health-care services at least equivalent to those available in the community, such as menstrual, maternity, breastfeeding, and menopause care.<sup>4</sup>

6.1.2. If the existence of sexual abuse or other forms of violence before or during detention is diagnosed, the woman prisoner shall be informed of her right to seek recourse from judicial authorities. The woman prisoner should be fully informed of the procedures and steps involved. If the woman prisoner agrees to take legal action, appropriate staff shall be informed and immediately refer the case to the competent authority for investigation. Prison authorities shall help such women to access legal assistance.

Whether or not the woman chooses to take legal action, prison authorities shall endeavour to ensure that she has immediate access to specialized psychological support or counselling.

Specific measures shall be developed to avoid any form of retaliation against those making such reports or taking legal action.<sup>5</sup>

6.1.3. Pregnant or breastfeeding women prisoners shall receive advice on their health and diet under a program to be drawn up and monitored by a qualified health

<sup>3</sup> Article 4(2), Optional Protocol to the Convention against Torture and other Cruel, Inhuman or Degrading Treatment or Punishment; UN General Assembly, Women deprived of liberty: Report of the Working Group on the issue of discrimination against women in law and in practice, UN Doc. A/HRC/41/33, 15 May 2019; and ICJ Briefing Paper, Unseen and Unheard: Violations of the Human Rights of Women Deprived of Liberty in Myanmar.

<sup>4</sup> Rules 5 and 10, Bangkok Rules.

<sup>5</sup> Rule 7, Bangkok Rules.

practitioner. Adequate and timely food, a healthy environment and regular exercise opportunities shall be provided free of charge for pregnant women, babies, children and breastfeeding mothers.<sup>6</sup>

The medical and nutritional needs of women prisoners who have recently given birth, but whose babies are not with them in prison, shall be included in the treatment programme.

6.1.4. Instruments of restraint shall never be used on women during labour, during birth and immediately after birth.<sup>7</sup> The use of restraints in medical scenarios shall be allowed only in extraordinary cases where the woman poses an imminent risk to herself, the infant, others, or facility personnel, and no less restrictive measures are available. Such instances shall be fully documented, justified, and subject to immediate supervisory review.

6.1.5. If a WDL requests that she be examined or treated by a female physician or nurse, a female physician or nurse shall be made available, to the extent possible, except for situations requiring very urgent medical intervention.<sup>8</sup>

6.1.6. Disciplinary sanctions for women prisoners shall not include a prohibition of family contact, especially with children.<sup>9</sup>

6.1.7. Decisions to allow children to stay with their mothers in prison shall be based on the best interests of the children. Children in prison with their mothers shall never be treated as prisoners.<sup>10</sup>

6.1.8. Decisions as to when a child is to be separated from its mother shall be based on individual assessments and the best interest of the child within the scope of relevant national laws.

The removal of the child from prison shall be undertaken with sensitivity, only when alternative care arrangements for the child have been identified and, in the case of foreign-national prisoners, in consultation with consular officials.

After children are separated from their mothers and placed with family or relatives or in other alternative care, women prisoners shall be given the maximum possible opportunity and facilities to meet with their children, when it is in the best interests of the children and when public safety is not compromised.<sup>11</sup>

All policies and programs to be developed and implemented under this initiative shall adhere to and be consistent with existing national laws and regulations ensuring legal compliance and alignment with the country's legal framework.

## 6.2. PROGRAMS, ACTIVITIES, AND PROJECTS

As provided in the Bangkok Rules, jail and correctional facilities should include the following programs, activities and projects:

6.2.1. Provision of regular check ups for pregnant WDL such as: pre- and post- natal medical examinations for WDL who are pregnant or who have given birth. Provided that a written court order is procured for scheduled prenatal and postpartum care and in the event that there are no assigned or available medical doctors within the jail facility, the jail authorities or designated health officers shall coordinate with health care providers to complete the recommended pre- and post natal care.

6.2.2. Provision of dietary supplements for pregnant, lactating, elderly and menstruating WDL.

6.2.3. Provision of adequate hygiene kits—such as toiletries and sanitary napkins—and dietary supplements for women deprived of liberty shall be ensured free of charge.

<sup>6</sup> Rule 48, Bangkok Rules.

<sup>7</sup> Rule 24, Bangkok Rules.

<sup>8</sup> Rule 10, Bangkok Rules.

<sup>9</sup> Rule 23, Bangkok Rules.

<sup>10</sup> Rule 49, Bangkok Rules.

<sup>11</sup> Rule 52, Bangkok Rules.

These items shall be considered essential needs and included in the annual General Appropriations Act (GAA) to guarantee their sustainable and adequate provision.

6.2.4. Allowing the WDL to stay with her infant child, aged zero (0) to twelve (12) months, in designated *Mother's Wards* located inside jail or correctional facilities. However, a child beyond one (1) year old may be allowed to stay if, based on the recommendation of a competent medical officer, health professional, or social worker, such arrangement is determined to be advantageous to both mother and child.

6.2.5. Provision of appropriate and nutritious food and health advice by the jail and prison dietician. Adequate budgetary allocation shall be ensured to meet the nutritional requirements of WDL, particularly vulnerable groups such as pregnant and lactating women, the elderly, and those with special health needs. The allocation shall align with established dietary standards set by the Department of Health (DOH) and other relevant agencies.

6.2.6. Implement measures to prohibit the use of restraints on WDL during medical examinations, transportation to the hospital for child birth, labor and the immediate postpartum period, unless absolutely necessary for the safety of other persons deprived of liberty (PDL), jail or correctional facility employees, and to herself.

6.2.7. Enforce policies that prohibit the use of close confinement or disciplinary segregation as punishment for pregnant WDL, breastfeeding women, or those with infant children, ensuring their well-being and safe-guarding their rights.

6.2.8. Continuous communications with and periodical visits of the WDL child under the care of the relatives or orphanage shall be allowed.

6.2.9. Ensure that WDL are provided with access to comprehensive information and education programs, empowering them with knowledge and skills for personal development and future opportunities.

6.2.10. Provision of paralegal assistance in filing administrative and/or criminal complaints against any jail or correctional facility employee or fellow persons deprived of liberty who have committed sexual, physical or mental abuse or other acts of violence against them.

6.2.11. Provision of aftercare services and/or reintegration program. Provided that the reintegration programs shall commence immediately upon the detention of the WDL.

All programs, activities, and projects to be developed and implemented under this initiative shall be reflected in the agency's GAD Plan and Budget, which shall adhere to and be consistent with existing national laws and regulations ensuring legal compliance and alignment with the country's legal framework.

### **6.3. LIVELIHOOD AND CONTINUING EDUCATION/LEARNING PROGRAMS**

It is mandatory to recognize the importance of rehabilitation and reintegration through skills development and empowerment by adopting the following measures:

6.3.1. Educational programs, including literacy, basic education, and alternative learning systems, and tertiary education opportunities.

6.3.2. Vocational and technical training programs aligned with market demands.

6.3.3. Livelihood programs that promote self-sufficiency and economic empowerment, including access to tools, materials, and marketing support.

6.3.4. Continuing education programs for those who wish to pursue higher education.

6.3.5. BJMP and BuCor shall provide empowering reading materials sourced from or aligned with the PCW's suggested list, to promote gender awareness, self-esteem, and personal development among WDL.

The BJMP and the BuCor shall develop partnerships with the DSWD, DepED, CHED, TESDA, and other relevant agencies to develop these programs. All programs, activities, and projects related to livelihood and continuing education/learning can be reflected in the agency's GAD plan and budget.

#### **6.4. SUPPORT TO SENIOR CITIZENS AND PERSONS WITH DISABILITIES**

Acknowledging the unique vulnerabilities and needs of specific populations, the following specialized support shall be adopted:

6.4.1. Specialized medical care and support services for senior citizens and persons with disabilities.

6.4.2. Accessible facilities and programs for PDL with disabilities, including assistive devices and rehabilitation services.

6.4.3. Programs that provide social support and address the unique needs of these vulnerable populations.

#### **6.5. REINTEGRATION PROGRAM**

Reintegration programs shall be established to facilitate the transition of WDL back to society. These programs should address the challenges faced by women such as social stigma, unemployability and fractured family ties. They should empower the WDL, reduce recidivism and help rebuild their lives to become valuable and contributing members of society. Adoption of reintegration programs, which includes any of the following, shall be adopted by the concerned agencies:

6.5.1. Mental Health and Counseling offering trauma informed and victim-centered counseling to address the psychological impact of incarceration and support mental well-being facilitated by well-trained guidance counselors, social workers, psychologists

6.5.2. Social Welfare Services and Family Related Issues that support family reunification to rebuild family relationships and provide care for children especially for those who are primary caregivers

6.5.3. Education and skills development to enhance their employability and self-worth by equipping the WDL with life skills they can use to seek employment or start their own businesses.

6.5.4. Post-Release Program to be conducted one month after the release of WDL to assess the successful reintegration into the community using a specific monitoring tool. The monitoring of WDL will be carried out continuously over a period spanning three consecutive months for a thorough collection of data and the identification of any trends or patterns that may emerge. Monitoring will be done through home visits and phone calls.

6.5.5. A structured peer support and mentorship program shall be established, engaging trained former WDL to assist newly released WDL in addressing post-release challenges, including stigma, psychosocial recovery, employment reintegration, and community engagement. The program shall function as a platform for mutual support, mentorship, and civic participation, and shall be developed in coordination with relevant government agencies and civil society partners, guided by evidence-based practices in gender-responsive prison reform.

The BJMP and the BuCor shall develop partnerships with the DSWD and other relevant agencies to develop these programs. They should also reach out to local government units, women civil society or non-government organizations to undertake empowering interventions and provide support as may be necessary, including when they are released to the community.

#### **6.6. NON-CUSTODIAL ALTERNATIVES**

To promote gender-responsive approaches within the criminal justice system and reduce reliance on custodial measures, the BJMP and BuCor shall:

6.6.1. Actively promote the implementation of non-custodial alternatives to detention and imprisonment, particularly for women, in accordance with the Revised Penal Code, the Probation Law of 1976 as amended by Republic Act No. 10707, the Juvenile Justice and Welfare Act of 2006, and other relevant Philippine laws, rules, and policies.

6.6.2. BJMP and BuCor personnel must ensure the prompt implementation of court orders regarding the application of non-custodial measures.

6.6.3. Ensure that the application of non-custodial alternatives is gender-responsive and takes into account the specific needs and circumstances of WDL, including:

- a. the impact of detention on their roles as primary caregivers.
- b. Prioritize alternatives for pregnant women, breastfeeding mothers, and women with dependent children, whenever appropriate and consistent with public safety.

6.6.4. Ensure that a range of non-custodial alternatives are available and accessible to women including, but not limited to: probation, parole, community service, home detention, suspended or deferred sentence, release on recognizance, mediation and conciliation, fines, and diversion programs for girls.<sup>12</sup>

6.6.5. Considering the impacts of imprisonment on pregnant women and mothers with dependent children, non-custodial measures shall be preferred when possible.<sup>13</sup>

6.6.6. Strengthen collaboration and linkages between the BJMP, BuCor, the Judiciary, the Department of Social Welfare and Development (DSWD), non-governmental organizations (NGOs), and other relevant agencies to ensure the effective implementation of non-custodial alternatives and the availability of appropriate support services for WDL.

## 6.7. ENHANCING STAFF COMPETENCY AND COMMUNITY ENGAGEMENT

6.7.1. To foster a culture of respect and dignity within detention facilities, all jail and correctional personnel shall undergo training on gender sensitivity, international human rights treaties, and GAD-related laws and policies. This training will ensure that jail and correctional management understands the diverse needs and experiences of WDL and upholds the human rights of all persons deprived of liberty.

6.7.2. Where children are allowed to stay with their mothers in prison, prison staff assigned to work in women's prisons should also receive basic training on children's rights, child development and the health care of children, in order for them to respond appropriately in times of need and emergencies.<sup>14</sup>

6.7.3. The BJMP and the BuCor shall collaborate with the Local Government Units (LGUs), down to the Barangay level, to implement public education campaigns aimed at addressing and reducing the stigma associated with PDL and released prisoners, especially WDL. These efforts should be focused particularly on areas where WDL are expected to return after completing their sentences, to aid their successful reintegration.

## 7.0 MONITORING AND EVALUATION

7.1. To ensure the successful implementation of the guidelines outlined in this JMC, a comprehensive monitoring system is essential. This section will detail the various strategies and actions required to guarantee compliance, continuously improve services, and foster accountability across all relevant entities. Key components of the monitoring system include:

7.1.1 Establishing a robust monitoring framework to oversee the implementation of the guidelines set forth in this JMC.

<sup>12</sup> United Nations Office on Drugs and Crime (2020). Toolkit on Gender-Responsive Non-Custodial Measures. [https://www.unodc.org/res/justice-and-prison-reform/21-06407\\_Gender\\_Toolkit\\_rev\\_ebook.pdf](https://www.unodc.org/res/justice-and-prison-reform/21-06407_Gender_Toolkit_rev_ebook.pdf)

<sup>13</sup> Nieva Jr, R.F. (2024). Navigating pregnancy in detention: lived experiences in a Philippine women's prison. International Journal of Prison Health, Vol. 20 No. 3, pp. 286-298. <https://doi.org/10.1108/IJOPH-01-2024-00>

<sup>14</sup> Rule 33, Bangkok Rules.

7.1.2. Conducting regular review and audits to ensure compliance with this JMC.

7.1.3. Creating mechanisms for feedback from WDL to continuously improve facilities and services.

7.1.4. Mandating annual monitoring visits by pertinent agencies to BJMP and BuCor facilities to ensure ongoing compliance with the JMC.

7.1.5. **Facility Level Monitoring:** Each BJMP and BuCor facility shall establish an internal monitoring mechanism to ensure day-to-day compliance with this JMC. This will include regular inspections, documentation of incidents, and feedback from the PDL. The facility GAD Focal Person will be responsible for overseeing this process.

7.1.6. **Data Collection and Reporting:** BJMP and BuCor shall collect disaggregated data on PDL, including sex assigned at birth, and other relevant information, while ensuring respect for privacy and self-identification. This data will be used to monitor the implementation of the JMC and identify areas for improvement. Regular reports, as determined by the JMC, will be submitted by BJMP and BuCor to the PCW.

All data collection activities under this JMC shall adhere to the provisions of the Data Privacy Act.

7.2. PCW, BJMP, and BuCOR shall conduct periodic evaluations of the JMC's implementation annually or as the need arises. These evaluations will assess the effectiveness of the guidelines and identify areas for improvement.

7.2.1. The evaluations will involve both quantitative and qualitative data collection methods, including surveys, interviews, and focus group discussions with PDL, staff, and other stakeholders conducted and prepared by BJMP and BuCOR.

7.2.2. The findings of the evaluations will be used to inform revisions to the JMC and to improve the delivery of gender-responsive services to PDL.

## 8.0 ROLES AND FUNCTIONS

8.1 *The Philippine Commission on Women shall:*

8.1.1. Provide GAD-related technical assistance and support in the development and implementation of gender-responsive jail management policies and programs.

8.1.2. Provide assistance to training and capacity building activities related to basic gender sensitivity and development of gender-responsive policies for BJMP and BuCor personnel.

8.1.3. Provide recommendations to BJMP and BuCor on improving gender-responsive services.

8.1.4. Advocate for policy changes and resource allocation to support the implementation of the JMC.

8.1.5. Whenever possible and necessary, partner with a women's non-governmental organization (NGO) in selected areas to assist in monitoring the implementation of this Joint Memorandum Circular and to provide recommendations to the relevant parties.

8.2. The Bureau of Jail Management and Penology shall:

8.2.1. Designate a Gender and Development (GAD) Focal Person at the national, regional, and facility levels to oversee the implementation of the JMC.

8.2.2. Develop a manual on the proper treatment of WDL and persons of SOGIE.

8.2.3. Ensure that the standard health screening conducted upon the admission of persons deprived of liberty includes a confidential assessment of any prior experience of gender-based violence or abuse, for the purpose of informing appropriate medical, psychological, and protective interventions in accordance with gender-sensitive and trauma-informed care standards.

8.2.4. Integrate the JMC guidelines into all relevant BJMP policies, procedures, and training curricula.

8.2.5. Ensure that all BJMP personnel receive adequate training on gender related laws, gender sensitivity, human rights, and SOGIE.

8.2.6. Conduct regular gender-related training and capacity building activities for personnel to ensure effective implementation of this JMC.

8.2.7. Collect, analyze, and report data on the implementation of the JMC to the PCW every three (3) years.

8.2.8. Address complaints and grievances related to gender-based discrimination and human rights violations.

8.2.9. Allocate resources for the implementation of the JMC within their budget.

8.2.10. Include plans, activities, programs, and accomplishments under this JMC in the annual Gender and Development (GAD) Plan and Budget (GPB) and annual Accomplishment Reports (AR), respectively.

8.3. Bureau of Corrections shall:

8.3.1. Designate a Gender and Development (GAD) Focal Person at the national, regional, and facility levels to oversee the implementation of the JMC.

8.3.2. Develop a manual on the proper treatment of WDL and persons of SOGIE.

8.3.3. Ensure that the standard health screening conducted upon the admission of persons deprived of liberty includes a confidential assessment of any prior experience of gender-based violence or abuse, for the purpose of informing appropriate medical, psychological, and protective interventions in accordance with gender-sensitive and trauma-informed care standards.

8.3.4. Integrate the JMC guidelines into all relevant BuCor policies, procedures, and training curricula.

8.3.5. Ensure that all BuCor personnel receive adequate training on gender-responsive laws, gender sensitivity, human rights, and SOGIE.

8.3.6. Conduct regular gender-related training and capacity building activities for personnel to ensure effective implementation of this JMC.

8.3.7. Collect, analyze, and report data on the implementation of the JMC to the PCW every three (3) years.

8.3.8. Address complaints and grievances related to gender-based discrimination and human rights violations.

8.3.9. Allocate resources for the implementation of the JMC within their budget.

8.3.10. Include plans, activities, programs, and accomplishments under this JMC to the annual Gender and Development (GAD) Plan and Budget (GPB) and annual Accomplishment Reports (AR), respectively.

## 9.0 SEPARABILITY


If any part or provision of this Joint Memorandum Circular is held invalid or unconstitutional, the remaining parts or provisions shall remain in full force and effect. Changes that are determined by all parties to be irrelevant or inapplicable will be made upon mutual consent of all parties and documented reasons for the recommended change.

## 10.0 REPEALING CLAUSE

All previous issuances, orders, rules, and regulations inconsistent with or contrary to the provisions of this Joint Memorandum Circular are hereby repealed or modified accordingly.

## 11.0 EFFECTIVITY

This Joint Memorandum Circular shall take effect immediately.

  
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