



THIRD REGULAR SESSION

RESOLUTION NO. 184

RESOLUTION URGING ALL GOVERNMENT AGENCIES AND THE PRIVATE SECTOR WITHIN THE BANGSAMORO AUTONOMOUS REGION IN MUSLIM MINDANAO TO FOSTER NON-DISCRIMINATION IN LABOR AND EMPLOYMENT, EDUCATION, PROCUREMENT AND LEASE OF REAL ESTATE ON ACCOUNT OF RELIGION, INCLUDING THE HIRING OF QUALIFIED APPLICANTS WHO ARE PIOUS OBSERVERS OF THE ISLAMIC FAITH

WHEREAS, discrimination in employment on account of religion remains an unabated problem in the Philippines;

WHEREAS, the growing of beard for Muslim men and the wearing of veil or *hijab* for Muslim women are *Sunnah* and *Fard* in the observance of Islamic Faith;

WHEREAS, as reported by the GMA News Online on August 2, 2017, a *Muslimah* has been terminated from work for disobeying a company's request to remove her veil or *hijab* during working hours;

WHEREAS, Section 5, Article III of the 1987 Philippine Constitution provides that, "No law shall be made respecting an establishment of religion, or prohibiting the free exercise thereof. The free exercise and enjoyment of religious profession and worship, without discrimination or preference, shall forever be allowed. No religious test shall be required for the exercise of civil or political rights";

WHEREAS, Section 4, , Article IX, of the RA 11054 or the Bangsamoro Organic Law (BOL) mandates that no person in the Bangsamoro Autonomous Region shall be subjected to any form of discrimination on account of creed, religion, ethnic origin, parentage, or gender;

WHEREAS, Section 2, (b), Chapter 1, Title VIII of the BAA No. 13 otherwise known as the Bangsamoro Administrative Code mandates that there shall be no discrimination in the selection of employees on account of his/her gender, civil status, disability, religion, ethnicity or political affiliation;

WHEREAS, Article IV, Chapter I, Book I of the BAA No. 17 or the Bangsamoro Civil Service Code further directs that there shall be no discrimination on employment opportunities on account of age, religion, culture, ethnicity, gender, disability, or political affiliation;

WHEREAS, some Muslim men choose to grow their beards in accordance to their beliefs, as it is mentioned in the Hadith, while some Muslim women choose to cover themselves in accordance to their beliefs as it is mentioned in the Quran";

WHEREAS, Section 4, Article I of the BOL dictates that, "The Parliament shall adopt measures to ensure mutual respect and protection of the distinct beliefs, customs, and traditions of the Bangsamoro people and the other inhabitants in the Bangsamoro Autonomous Region";

WHEREAS, the Bangsamoro Government shall protect and promote non-discrimination of Muslims outside of the Bangsamoro Autonomous Region:

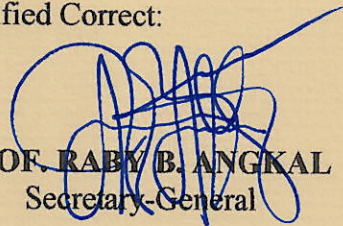
NOW, THEREFORE, be it

RESOLVED, as it is hereby resolved by the Bangsamoro Transition Authority, to urge all government agencies and the private sector within the Bangsamoro Autonomous Region in Muslim Mindanao to foster non-discrimination in labor and employment, education, procurement and lease of real estate on account of religion, including the hiring of qualified applicants who are pious observers of the Islamic faith.

RESOLVED, FURTHER, that copies of this policy be furnished to the Regional Development Councils outside BARMM, CSC-BARMM, Ministry of Labor and Employment, MBHTE, MOH, MTIT, and all other ministries and agencies in the BARMM, the private sector and LGUs in the BARMM, and other LGUs outside BARMM with Muslim populace, for reference and guidance.

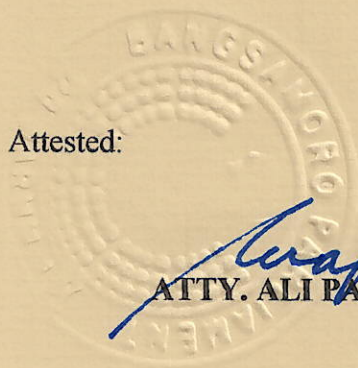
ADOPTED, Rabi Al-akhir 11, 1443/November 16, 2021.

Certified Correct:



PROF. RABY B. ANGKAL
Secretary-General

Attested:



ATTY. ALI PANGALIAN M. BALINDONG
Speaker

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