



Republic of the Philippines
Bangsamoro Autonomous Region in Muslim Mindanao
BANGSAMORO TRANSITION AUTHORITY
 Bangsamoro Government Center, Cotabato City



Third Regular Session

Proposed Resolution No. 547

Bangsamoro Autonomous Region in Muslim Mindanao
 Parliament
 BILLS AND INDEX DIVISION
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Introduced by:
 BTA Member **ABDULLAH B. HASHIM**

Co-Authors:

HON. BAINON G. KARON, HON. SUSANA S. ANAYATIN, HON. PRINCESS MALEIHA B. CANDAO, HON. PUNDUMA B. SANI, HON. EDDIE M. ALIH, HON. MODAYAO M. SACAR, HON. ABDULWAHAB M. PAK, HON. RASUL E. ISMAEL, HON. MUDJIB C. ABU, HON. DIAMILA DISIMBAN-RAMOS, HON. MARJANIE S. MACASALONG, HON. ABDULLAH E. GAYAK, HON. MUSLIMA A. ASMAWIL, HON. DON MUSTAPHA A. LOONG, HON. ATTY. MAISARA DANDAMUN-LATIPH, HON. HARON M. ABAS

A RESOLUTION

URGING ALL GOVERNMENT AND PRIVATE OFFICES WITHIN THE BANGSAMORO AUTONOMOUS REGION IN MUSLIM MINDANAO TO FOSTER NON-DISCRIMINATION IN EMPLOYMENT ON ACCOUNT OF RELIGION, INCLUDING THE HIRING OF QUALIFIED APPLICANTS WHO ARE PIOUS OBSERVERS OF THE ISLAMIC FAITH.

WHEREAS, discrimination on employment on account of religion is an unabating problem in the Philippines;

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

WHEREAS, a *Muslimah* has been terminated from work for disobeying a Company's request to remove her veil or *hijab* during working hours¹;

¹ GMA News Online. *Rie Takumi*. August 02, 2017, at

WHEREAS, 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.²”;

WHEREAS, the Bangsamoro Organic Law 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.³”;

WHEREAS, the Bangsamoro Admin Code supplies 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.⁴”;

WHEREAS, 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.⁵”;

WHEREAS, some Muslim men choose to grow their beards in accordance to their beliefs, as it is mentioned in a Hadith⁶, while some Muslim women choose to cover themselves in accordance to their beliefs as it is mentioned in the Quran.⁷”;

WHEREAS, the Bangsamoro Organic Law 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.”⁸

NOW THEREFORE, be it;

<https://www.gmanetwork.com/news/news/nation/620441/muslims-experience-workplace-hiring-discrimination/story/> (accessed 24 August 2021)

² Art. III, Sec. 5 of the 1987 Philippine Constitution, *emphasis supplied*.

³ Art. IX, Sec. 4, Par. 3 of R.A. 11054.

⁴ Title VIII, Chapter 1, Sec. 2, Par. 3 (b) of the BAA 13, *emphasis supplied*.

⁵ Book I, Chapter I, Art. 4, Par. 3 of the BAA 17, *emphasis supplied*.

⁶ Sahih al-Bukhari 5893

⁷ Soorah An-Nur Verse 31. *Hilali & Khan Translation*.

⁸ *Id* at Note 3, Par. 2

RESOLVED, AS IT IS HEREBY RESOLVED, by the Bangsamoro Transition Authority, to urge all government and private offices within the Bangsamoro Autonomous Region in Muslim Mindanao to foster non-discrimination in employment on account of religion, including the hiring of qualified applicants who are pious observers of the Islamic faith..

Adopted, _____.


ABDULLAH B. HASHIM
Member of the Parliament