

Republic of the Philippines
HOUSE OF REPRESENTATIVES
Quezon City

FIFTEENTH CONGRESS
First Regular Session

HOUSE BILL NO. 1780

Introduced by the Honorable Nur G. Jaafar

EXPLANATORY NOTE

This bill seeks to give equal work opportunities to labor regardless of religion and/ or ethnic affiliation. Laws against discrimination are in place; however, enforcement needs to be improved. While we respect the rights of employers to hire, it is but proper that we protect the rights of our people. We should give everyone his/her due. Differences in religion and/ or ethnic affiliation should not be a deterrent.

Our Constitution explicitly abhors inequality and discrimination. It even exhorts Congress to give highest priority to the enactment of measures that protect and enhance the right of all people to human dignity and reduce social, economic, and political inequalities.

For these reasons, approval of this bill is earnestly requested.



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FIFTEENTH CONGRESS
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HOUSE BILL NO. 1789

Introduced by the Honorable Nur G. Jaafar

AN ACT
PROHIBITING DISCRIMINATION IN THE HIRING OF EMPLOYEES OR WORKERS BY
VIRTUE OF RELIGION AND/OR OTHER ETHNIC AFFILIATION AND FOR OTHER
PURPOSES

Be it enacted by the Senate and House of Representatives in Congress assembled:

SECTION 1. The State shall give protection to labor, promote full employment, and ensure equal work opportunities regardless of religion and/or ethnic affiliation. No employer may refuse to hire respective employees or workers due to differences in religion and ethnic affiliation.

It is the duty of the Secretary of Labor to, among others, monitor, report, admonish and recommend, if necessary, the closure of any firm, company, or establishment found to be in violation of this Act.

SECTION 2. Any violation of this Act shall be dealt with a fine of not less than Ten Thousand Pesos (P 10,000.00) or imprisonment of not less than three (3) months nor more than three years, or both, at the discretion of the court.

SECTION 3. The Secretary of Labor shall formulate the rules and regulations necessary for the effective implementation of this Act.

SECTION 4. All other laws, decrees, orders, rules and regulations and other issuances or parts thereof inconsistent with this Act are hereby repealed or modified accordingly.

SECTION 5. This Act shall take effect fifteen (15) days after its publication in at least two (2) newspapers of general circulation or the Official Gazette.

Approved,