



MC No. 20 s. 2014

MEMORANDUM CIRCULAR

TO : ALL HEADS OF CONSTITUTIONAL BODIES; DEPARTMENTS, BUREAUS AND AGENCIES OF THE NATIONAL GOVERNMENT; LOCAL GOVERNMENT UNITS; GOVERNMENT-OWNED AND/OR CONTROLLED CORPORATIONS; AND STATE COLLEGES AND UNIVERSITIES

SUBJECT : Clarification on the Practice of Wearing Hijabs for Female Muslims in Government Institutions

Pursuant to CSC Resolution No. 1401281 dated September 4, 2014, the Commission approves the following clarification relative to the practice of wearing hijabs for female Muslims in government institutions, thus:

1. The wearing of "hijab" (headscarves) among Muslim women shall be allowed in government offices.
2. Heads of public health care institutions, especially in areas such as wards, operating room, intensive care units and burn units, among others, shall allow the wearing of "hijab" inside their premises. However, health institutions may modify this mode of dressing to conform to their rules and regulations concerning infection control and aseptic techniques but still observing the religious rights of Muslim workers/students/trainees;
3. Government institutions that require taking of pictures, e.g., application for licensure examinations, passport, clearance and the like may set conditions on the wearing of hijab. Such conditions may include, but not limited to, 1) removal of the hijab in the presence of a woman photographer for picture-taking; and 2) if the female Muslim applicant does not acquiesce, taking of picture may be allowed showing full-face and both ears without necessarily taking off the hijab; etc.

In a R. A. C. E. to Serve: Responsive, Accessible, Courteous and Effective Public Service

However, the conditions imposed by institutions should not run counter to the concept of wearing the hijab, i.e., representing modesty, morality, and privacy, etc.

These clarification shall take effect immediately.

Please be guided accordingly.


FRANCISCO T. DUQUE, MD, MSc
Chairman

SEP 09 2014

HRPSO/PSSD/APE/JLT/DOLM/bam
Hijab



**Clarification on the Practice of
Wearing Hijabs for
Female Muslims in Government Institutions**
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Number : 1401281

Promulgated: 04 SEP 2014

RESOLUTION

WHEREAS, Section 3, Article IX-B of the 1987 Constitution provides, in part, that the Civil Service Commission, as the central human resource of the Government, shall establish a career service and adopt measures to promote morale, efficiency, integrity, responsiveness, progressiveness, and courtesy in the civil service;

WHEREAS, the Civil Service Commission is mandated under Section 12 (3), Chapter 3, Title I-A, Book V of Executive Order No. 292 (The Administrative Code of 1987), to promulgate policies, standards and guidelines to promote economical, efficient and effective personnel administration in the government;

WHEREAS, Section 28 of RA No. 9710 otherwise known as the Magna Carta of Women, provides that the State shall recognize and respect the rights of Moro and indigenous women to practice, promote, protect, and preserve their own culture, traditions, and institutions and to consider these rights in the formulation and implementation of national policies and programs;

WHEREAS, Section 3 of RA No. 9997 (National Commission on Muslim Filipinos Act of 2009) provides that the National Commission on Muslim Filipinos (NCMF) shall preserve and develop the culture, tradition, institutions, and well-being of Muslim Filipinos, in conformity with the country's laws and in consonance with national unity and development;

WHEREAS, the Commission on Human Rights (CHR), mandated to promote and protect human rights of all persons within the Philippine jurisdiction as well as Filipinos abroad, issued CHR Advisory No. 2013-002 which enjoins the CSC to craft the appropriate issuance for compliance by all government agencies, to allow Muslim women to wear hijabs at work and to ensure that where there are security and identification concerns, that such processes are gender sensitive;

WHEREFORE, to promote and protect the rights of female Muslim workers in the government, the Commission **RESOLVES** to issue the following clarification:

1. The wearing of "hijab" (headscarves) among Muslim women shall be allowed in government offices.

In a R. A. C. E. to Serve: Responsive, Accessible, Courteous and Effective Public Service

2. Heads of public health care institutions, especially in areas such as wards, operating room, intensive care units and burn units, among others, shall allow the wearing of "hijab" inside their premises. However, health institutions may modify this mode of dressing to conform to their rules and regulations concerning infection control and aseptic techniques but still observing the religious rights of Muslim workers/students/trainees;
3. Government institutions that require taking of pictures, e.g., application for licensure examinations, passport, clearance and the like may set conditions on the wearing of hijab. Such conditions may include, but not limited to, 1) removal of the hijab in the presence of a woman photographer for picture-taking; and 2) if the female Muslim applicant does not acquiesce, taking of picture may be allowed showing full-face and both ears without necessarily taking off the hijab; etc.

However, the conditions imposed by institutions should not run counter to the concept of wearing the hijab, i.e., representing modesty, morality, and privacy, etc.

These clarification shall take effect immediately.


Quezon City.


FRANCISCO T. DUQUE III
Chairman


ROBERT S. MARTINEZ
Commissioner


NIEVES L. OSORIO
Commissioner

Attested by:


DOLORÉS B. BONIFACIO
Director IV
Commission Secretariat and Liaison Office