



MEMORANDUM CIRCULAR

TOPIC

EQUAL EMPLOYMENT OPPORTUNITY PRINCIPLE (EEOP)

SUB TOPIC

GUIDELINES IN THE IMPLEMENTATION OF EQUAL EMPLOYMENT OPPORTUNITY PRINCIPLE IN HUMAN RESOURCE MANAGEMENT (HR) SYSTEMS

DOCUMENT NO

BJMP-DPRM-MC-5

ISSUE NO

1

REVISION NO

0

EFFECTIVE DATE

12 Dec 2018

PAGE NO

1 of 13

I. REFERENCES

- a. Implementing Rules of Executive Order 292 series of 1987 on the Civil Service Law, Rule VIII Section 1;
- b. CSC Memorandum Circular No. 10 s. 1989;
- c. CSC Memorandum Circular No. 43, s. 1993;
- d. CSC Memorandum Circular No. 30, s. 2014 re: Adoption of HR Maturity Level Indicators for the Human Resource Management Systems in the Public Sector dated December 22, 2014;
- e. CSC Resolution Nos. 1400376 and 1400377 enhancing the CSC Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) dated March 5, 2014;
- f. CSC Memorandum Circular No. 24, s. 2016 re: Program to Institutionalize Meritocracy and Excellence in Human Resource Management (PRIME-HRM) Enhanced Maturity Level Indicators;
- g. RA No. 10911, An Act Prohibiting Discrimination Against any Individual in Employment on Account of Age and Providing Penalties therefor;
- h. Presidential Decree. 966 dated July 20, 1976 declaring violations of the international convention of the elimination of all forms of racial discrimination to be criminal offenses and providing penalties therefor;
- i. Republic Act 6725, An Act Strengthening the Prohibition on Discrimination Against Women with Respect to Terms and Conditions of Employment;
- j. Guidelines on the Availment of the Special Leave Benefits for Women under RA 9710 (An Act Providing for the Magna Carta of Women)- CSC Resolution No. 1000432;
- k. Republic Act 7877, Anti-Sexual Harassment Act of 1995;
- l. Republic Act 7192 Women in Development and Nation Building Act,
- m. Republic Act 9262 Anti-Violence Against Women and Their Children Act of 2004;
- n. CSC Memorandum Circular No. 48 Series of 2013 Directing All Concerned Government Agencies to Adopt the Gender Equality Guidelines in the Development of their Respective Media Policies and Implementing Programs in Order to Promote Gender Mainstreaming; and,

PREPARED BY:

Engracia

Ms. Marie Louise E. Engracial
Human Resource Management Officer

Chumy
JCSUPT PAULINO B. MORENO JR, CSEE
Director for Personnel and
Records Management

DATE:

REVIEWED BY:

ASJ

JCSUPT ALLAN S IRAL, CESE
Deputy Chief for Administration / QMR

DATE:

APPROVED BY:

Deo
DEOGRACIAS C TAPAYAN, CESE
Jail Director
Chief, BJMP

DATE: