



Republic of the Philippines
 City Government of Muntinlupa
CITY OF MUNTINLUPA
Office of the City Mayor



EXECUTIVE ORDER No. 05
 Series of 2019

**PROVIDING FOR POLICIES IN THE IMPLEMENTATION OF
 THE PRINCIPLE OF EQUAL OPPORTUNITY IN
 THE CITY GOVERNMENT OF MUNTINLUPA**

WHEREAS, the City Government of Muntinlupa, through the City Human Resources Management Department (CHRMD), seeks to implement the Program to Institutionalize Meritocracy and Excellence in the Human Resources Management (PRIME-HRM), thereby ensuring the well definition of its processes;

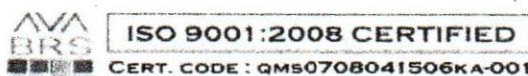
WHEREAS, an essential part of PRIME-HRM is the institutionalization of Equal Opportunity that ensures non-discrimination in all human resource management practices, and realizes equivalence in employment; promotion; performance management; learning, training and development; and rewards and recognition for all qualified individuals;

NOW, THEREFORE, I, Jaime R. Fresnedi, City Mayor of Muntinlupa, by virtue of the powers vested in me by law, do hereby decree and order that:

Section 1. Adoption and Adherence.

The City Government of Muntinlupa (CGM, *for brevity*) hereby adopts and adheres to the following policies to establish, maintain and strengthen the Principle of Equal Opportunity (PEO), which shall henceforth be practiced and observed in the following manner, namely:

- a. All people shall have the right to work and shall advance on the basis of merit and ability, regardless of age, sex, race, color, religious affiliation, nationality, political beliefs, disability, or any similarly-situated circumstance;
- b. The workplace shall be free from any form of unlawful discrimination and harassment, shall provide programs to assist identified workers and to overcome previous, existing or future forms of discrimination, and shall create a conducive environment wherein employees are valued and respected, and have access to opportunities for full realization of their potentials;



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c. The PEO shall be adopted in the four (4) core areas of Human Resources Management, namely:

- i. Recruitment, Selection and Placement;
- ii. Performance Management;
- iii. Learning and Development; and
- iv. Rewards and Recognition.

Section 2. Implementing Rules and Regulations.

In order to give full flesh to the objectives herein set forth, specifically in the definition of the application and mechanisms of the PEO to the systems employed by the City Government, the CHRMD shall issue the Implementing Rules and Regulations (IRR) hereof; *Provided*, that the date of issuance shall not exceed thirty (30) days from the signing of this Executive Order.

Section 3. Repealing Clause.

Any order, memorandum, or similar directive whose provisions are incompatible with those found in this Executive Order shall be deemed amended, repealed, revoked or rescinded accordingly.

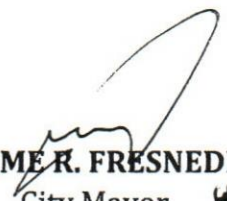

Section 4. Separability Clause.

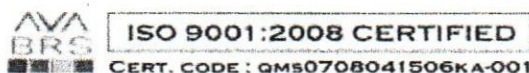
Any provision herein judicially found unlawful or infirm shall not affect those untouched provisions and shall remain subsisting and in effect.

Section 5. Effectivity Clause.

This Executive Order shall take effect immediately upon its signing.

DONE AND EXECUTED on this 02nd day of April 2019 in the City of Muntinlupa.


JAIME R. FRESNEDI
City Mayor 



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