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28 January 2020

## The protection of freedom of religion or belief in the workplace

### Amendment<sup>1</sup> No. 5

*In the draft resolution, replace paragraph 7 with the following paragraph:*

"The Assembly reaffirms that member States have an obligation to ensure non-discrimination in the workplace including on the grounds of religion or belief. The freedom of employees to practice their religion or belief may only be restricted if the restrictions are in line with human rights law and standards, necessary, proportionate, and pursue a legitimate aim."

#### *Explanatory note*

To meet Member States' human rights obligations, this amendment reaffirms the obligation of non-discrimination on grounds of religion or belief, and explicitly states the possible legal restrictions to freedom to practice one's religion or belief.

#### *Tabled by:*

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