

SEVENTEENTH CONGRESS OF THE REPUBLIC)
OF THE PHILIPPINES)
First Regular Session)



Senate
Office of the Secretary

'16 NOV 21 P2:34

SENATE
S.B. No. 1249

RECEIVED BY: 

Introduced by: Senator Paolo Benigno "Bam" A. Aquino IV

AN ACT INCREASING THE POSITIONS RESERVED FOR PERSONS WITH DISABILITIES,
AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 7277, AS AMENDED, OTHERWISE
KNOWN AS THE MAGNA CARTA FOR DISABLED PERSONS

EXPLANATORY NOTE

This bill seeks to guarantee the inclusion of persons with disabilities (PWDs) in the workforce and provide commensurate compensation, benefits, and employment terms for PWDs as any other qualified employees. Through this legislation, government offices will be mandated to ensure that 2% of their employees comprise of PWDs whereas private organizations will be required to employ a workforce, at least 1% of which is made up of PWDs.

As we forge onward in building the nation better and stronger, we must take the necessary steps to ensure that we are building an inclusive society where no sector is left behind from the gains of development.

This bill will allow persons with disabilities more meaningful and productive participation in society. Furthermore, an increased PWD presence in all workforces aims to heighten public awareness and consideration for the rights of PWDs.

In view of the foregoing, the passing of this bill is earnestly sought.


Senator Paolo Benigno "Bam" A. Aquino IV



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

1 **SECTION 1. *Equal Opportunity for Employment.*** — Section 5 of Republic Act No.
2 7277, as amended, is hereby amended to read as follows:

3 **"SEC. 5. *Equal Opportunity for Employment.*** — No person with disability
4 shall be denied access to opportunities for suitable employment. A qualified
5 employee with disability shall be subject to the same terms and conditions of
6 employment and the same compensation, privileges, benefits, fringe
7 benefits, incentives or allowances as a qualified able-bodied person.

8 At least [one percent (1%)] **TWO PERCENT (2%)** of all positions in all
9 government agencies, offices or corporations shall be reserved for persons
10 with disability: *Provided, That* private corporations [with more than one
11 hundred (100) employees are encouraged to] **SHALL** reserve at least one
12 percent (1%) of all positions for persons with disability."

13 **SEC. 2. *Implementing Rules and Regulations.*** — Within sixty (60) days from the
14 effectivity of this Act, the National Council on Disability Affairs (NCDA), in
15 coordination the Department of Labor and Employment (DOLE), the Civil Service
16 Commission (CSC), the Governance Commission for Government-Owned or -
17 Controlled Corporations (GCG), the Department of Health (DOH), the Department of
18 Social Welfare and Development (DSWD), and other relevant government agencies,
19 shall promulgate the necessary rules and regulations for the effective
20 implementation of this Act.

21 **SEC. 3. *Appropriations.*** — The funds needed to implement this Act shall be included
22 in the Annual General Appropriations Act.

1 **SEC. 4. *Separability Clause.*** — Should any provision herein be declared
2 unconstitutional, the same shall not affect the validity of the other provisions of this
3 Act.

4 **SEC. 5. *Repealing Clause.*** — All laws, decrees, orders, rules, and regulations or other
5 issuances or parts inconsistent with the provisions of this Act are hereby repealed or
6 modified accordingly.
7

8 **SEC. 6. *Effectivity.*** — This Act shall take effect fifteen (15) days after its publication
9 in the Official Gazette or in any two (2) newspapers of general circulation in the
10 Philippines.

11 Approved,