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

SENATE

Senate Bill No. 542

Introduced by Senator Juan Miguel F. Zubiri

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

Although there has been progress in integrating our PWDs into society, more can still be done to further ensure that they are afforded the same opportunities as those given to other able-bodied individuals. A 2013 Philippine Institute of Development Studies report showed that 50% of PWDs who live in an urban setting are unemployed, with the percentage going much higher for those living in rural settings. The same report also showed that 45.9% of PWDs in an urban setting and 61.9% of PWDs in a rural setting are living below poverty line. [1]

The Philippines still has a long way to go in making the entire country inclusive to all. This bill seeks to bring us closer to this goal by increasing the positions reserved for persons with disabilities (PWDs) in all government agencies, offices and corporations from one percent to two percent, and mandating private corporations to employ a workforce, at least one percent of which is from the same sector.

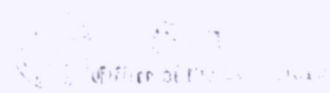In view of the foregoing, the approval of this bill is earnestly sought.

JUAN MIGUEL F. ZUBIRI

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[1] https://www.rappler.com/move-ph/126332-elections-pwd-philippines-platforms

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AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 7277, AS AMENDED,
OTHERWISE KNOWN AS THE MAGNA CARTA FOR DISABLED PERSONS

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

2 No. 7277, as amended, is hereby amended to read as follows:

3

4 "**SEC. 5. *Equal Opportunity for Employment.*** – No person with disability

5 shall be denied access to opportunities for suitable employment. A qualified

6 employee with disability shall be subject to the same terms and conditions of

7 employment and the same compensation, privileges, benefits, fringe benefits,

8 incentives   or   allowances   as   a   qualified   able-bodied   person.

9

10 At least [one percent (1%)] **TWO PERCENT (2%)** of all positions in all

11 government agencies, offices or corporations shall be reserved for persons

12 with disability: *Provided,* That private corporations [with more than one

13 hundred (100) employees are encouraged to] **SHALL** reserve at least one

14 percent (1%) of all positions for persons with disability."

15

16 **SEC. 2. *Implementing Rules and Regulations.*** – Within sixty (60) days

17 from the effectivity of this Act, the National Council on Disability Affairs (NCDA), in

18 coordination with the Department of Labor and Employment (DOLE), the Civil Service

19 Commission (CSC), the Governance Commission for Government-Owned or Controlled

20 Corporations (GCG), the Department of Health (DOH), the Department of Social Welfare

1

1 and Development (DSWD), and other relevant government agencies, shall promulgate
2 the necessary rules and regulations for the effective implementation of this Act.
3
4 **SEC. 3. *Appropriations.*** – The funds needed to implement this Act shall be
5 included in the annual General Appropriations Act.
6
7 **SEC. 4. *Separability Clause.*** – Should any provision herein be declared
8 unconstitutional, the same shall not affect the validity of the other provisions of this Act.
9
10 **SEC. 5. *Repealing Clause.*** – All laws, decrees, orders, rules, and regulations or
11 other issuances or parts inconsistent with the provisions of this Act are hereby repealed
12 or modified accordingly.
13
14 **SEC. 6. *Effectivity.*** – This Act shall take effect fifteen (15) days after its
15 publication in the Official Gazette or in any two (2) newspapers of general circulation in
16 the Philippines.

Approved,