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**NINETEENTH CONGRESS OF THE )  
REPUBLIC OF THE PHILIPPINES )  
First Regular Session )**



'22 JUL 12 A10 :00

**SENATE**

**Senate Bill No. 311**

RECEIVED BY: 

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**Introduced by Senator Juan Miguel F. Zubiri**

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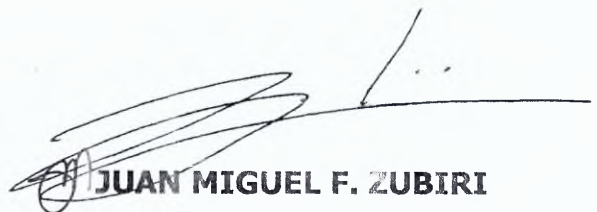
**AN ACT  
INREASING THE POSITIONS RESERVED FOR PERSONS WITH DISABILITIES,  
AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 7277, AS AMENDED,  
OTHERWISE KNOWN AS THE MAGNA CARTA FOR DISABLED PERSONS**

**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. In the 2016 National Disability Prevalence Survey of the Philippine Statistics Authority (PSA), 34% of individuals with severe disability and 13% with moderate disability find it very or extremely problematic to apply and get a job in the country.

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, approval of this bill is urgently sought.

  
**JUAN MIGUEL F. ZUBIRI**

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DISABILITIES, 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 shall  
5 be denied access to opportunities for suitable employment. A qualified employee with  
6 disability shall be subject to the same terms and conditions of employment and the same  
7 compensation, privileges, benefits, fringe benefits, incentives or allowances as a qualified  
8 able-bodied person.

9       At least [one percent (1%)] **TWO PERCENT (2%)** of all positions in all  
10 government agencies, offices or corporations shall be reserved for persons with disability:  
11 *Provided, That private corporations [with more than one hundred (100) employees are*  
12 *encouraged to]* **SHALL** reserve at least one percent (1%) of all positions for persons with  
13 disability."  
14

15       **SEC. 2. *Implementing Rules and Regulations.*** – Within sixty (60) days from  
16 the effectivity of this Act, the National Council on Disability Affairs (NCDA), in coordination  
17 with the Department of Labor and Employment (DOLE), the Civil Service Commission  
18 (CSC), the Governance Commission for Government-Owned or Controlled Corporations  
19 (GCG), the Department of Health (DOH), the Department of Social Welfare and

1 Development (DSWD), and other relevant government agencies, shall promulgate the  
2 necessary rules and regulations for the effective implementation of this Act.

3

4 **SEC. 3. Appropriations.** - The funds needed to initially implement this Act shall  
5 be 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,*