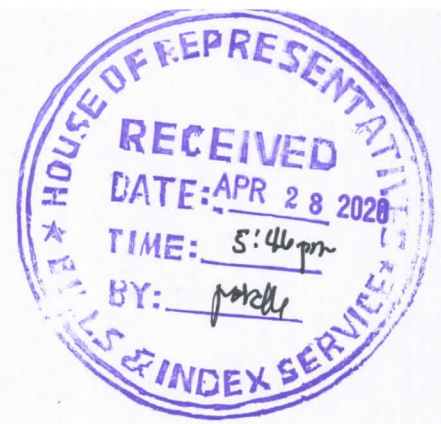


REPUBLIC OF THE PHILIPPINES
HOUSE OF REPRESENTATIVES
Quezon City



EIGHTEENTH CONGRESS
First Regular Session

House Bill No. 6632

Introduced by **MAGDALO Party-List Representative**
HON. MANUEL DG. CABOCHAN III


EXPLANATORY NOTE.

Persons with disabilities (PWDs) are one of the most vulnerable groups in the society that need serious attention from the government. According to the 2010 data of the National Statistics Authority, there are 1.44 million Filipinos with disability.

The promulgation of Republic Act 7277, also known as the Magna Carta for Disabled Persons, ensures the rights and equal opportunities for suitable employment to PWDs as their able-bodied counterparts. This was further amended by Republic Act 10524 to expand the positions reserved for PWDs in government and private sector work. It recognizes their importance as productive members of the country. Despite the efforts of the government to promote anti-discriminatory practices in the employment and services for PWDs, there is still need to improve the protection of their rights.

This bill seeks to guarantee the inclusion of persons with disabilities (PWDs) in the workforce and provide them with competitive compensation and benefits. It mandates government offices and agencies to ensure that 2% of their employees shall comprise of PWDs, whereas private corporations and companies are required to reserve 1% of their workforce to PWDs. This will allow PWDs not only to maximize their economic potential, but also to have more avenues to participate in nation-building.

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


MANUEL DG. CABOCHAN III
Representative
Magdalo Para Sa Pilipino Party-List

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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

Be it enacted by the Senate and the House of Representatives of the Philippine 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
4 **"SEC. 5. *Equal Opportunity for Employment.*** – No person with disability shall be
5 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
7 same compensation, privileges, benefits, fringe benefits, incentives or allowances as a
8 qualified able-bodied person.

9 At least [one percent (1%)] **TWO PERCENT (2%)** of all positions in all government
10 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
13 with disability."
14

15 **SEC. 2. *Implementing Rules and Regulations.*** – Within sixty (60) days from the
16 effectivity of this Act, the National Council on Disability Affairs (NCDA), in coordination
17 the Department of Labor and Employment (DOLE), the Civil Service Commission (CSC),
18 the Governance Commission for Government-Owned or - Controlled Corporations (GCG),
19 the Department of Health (DOH), the Department of Social Welfare and Development
20 (DSWD), and other relevant government agencies, shall promulgate the necessary rules and
21 regulations for the effective implementation of this Act.
22

23 **SEC. 3. *Appropriations.*** – The funds needed to implement this Act shall be included
24 in the Annual General Appropriations Act.
25

26 **SEC. 4. *Separability Clause.*** – Should any provision herein be declared
27 unconstitutional, the same shall not affect the validity of the other provisions of this Act.
28

1 **SEC. 5. *Repealing Clause.*** – All laws, decrees, orders, rules, and regulations or other
2 issuances or parts inconsistent with the provisions of this Act are hereby repealed or modified
3 accordingly.

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

Approved,