

“Magna Carta Act of Persons with Disability: An Investigation of Employment Accommodation of Industry and Its Relationship”

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Abstract: *The study aimed to determine the relationship between perception of employment accommodation and compliance with Republic Act (RA) 10524, an act expanding the positions reserved for PWDs, for the purpose of amending RA 7277, Magna Carta of Persons with Disability. Respondents were HR practitioners of various businesses employing PWDs in Municipality of Marilao, Bulacan, Philippines. A descriptive correlational research design was employed. Data were further processed through SPSS using Pearson r moment of correlation coefficient to determine whether statistically significant association exists between variables. Results revealed that respondent-companies are substantially compliant with nearly all applicable standards or provision of the Act met. A very strong positive correlation likewise exist between variables. Statistically significant relationships were found between perception based on knowledge and compliance with the Act, as well as between perception based on skills/competency and compliance with the Act.*

Keywords— Republic Act 10524, People With Disabilities (PWD), Republic Act 7277, Human Resource Practitioner, Employment, Magna Carta for PWD, Compliance, Skills and Competency

I. INTRODUCTION

Globally, around 150 million adults experience significant difficulties functioning. In fact, 1 out of 7 of the total global population are significantly identified as disabled. Disability prevalence is increasing. (WHO, 2011).

Under RA 10524, Persons with Disability (PWDs) refer to “individuals who suffer long-term physical, mental, intellectual or sensory impairments which, upon interaction with various barriers, may hinder their full and effective participation in society on an equal basis with others”. Rall, Reed, and Essex (2016) express that nowadays the employment of people with disabilities is seen not only as a civil rights issue, but also practical for businesses, government budgets and citizens.

Riesena, Morgana and Griffin (2015) opine that successful employment outcomes for people with disabilities are more of the norm today. Those are civil rights where the social barriers are lessened for people with disabilities. Which also includes supporting equal education, economic, and employment opportunities which is now part of the Philippine culture. To bolster this practice, Republic Act No. 10524 was passed in 2013 amending Republic Act No. 7277 or the Magna Carta for PWDs. These laws require government agencies to reserve at least 1 percent of their total positions to PWDs. Corporations with more than 100 employees are encouraged to do the same.

The Magna Carta accords certain rights explained Moscoso (2017) and privileges to PWDs, including those regarding employment, And grants equal opportunity for employment. It states that no disabled person will be denied access to opportunities for suitable employment. In other words, a qualified disabled employee shall be subject to the same terms and conditions of employment. The same compensation, privileges, benefits, fringe benefits, incentives or allowances as a qualified able bodied person shall also be given.

Persons with Disabilities (PWDs)

Many persons with disability (PWD) belong to the poorest sectors of society and their poverty and disability severely limit their entry into employment. It has been pointed out that figures on the labor 28 Employers’ Attitude Toward Hiring PWDs participation of PWDs in the Philippines are inconsistent and not well-established (Buenaobra, 2011).

Attitude. People’s behavior is based on their perception of that reality is, not on reality itself. Since different people can view the same situation in different ways, the interpretation of the meaning of a particular event determines how these individuals will react to it. Thus, perception can be thought of as an intervening variable that influences behavior within the context of a diverse workplace, these differences can readily moderate the ways in which people respond to a variety of organizational and managerial practices. Obiewa Kenedy (2016). Different individuals, for example, will vary in terms of how much importance they attach to intrinsic job related rewards, the style of leadership

they prefer, their need for interpersonal contact and interaction, and their tolerance and acceptance of job responsibility. Attitudes are learned: There are several general processes through which attitudes are learned (1) the outcomes of our own experiences (trial and error); (2) our perceptual tendencies and biases; (3) our observations of another persons responses to a particular situation ; (4) our observation of the outcomes of another persons experiences and (5) verbal instruction about appropriate responses to and characteristics of a particular stimulus. According to the study of Donald T Campbell as cited of Denzin (2017).

Knowledge and Skills/Competencies. People with disabilities are also vulnerable to psychological problems, such as poor self-concept and self-esteem that further prevent them from seeking employment (According to the study Facchini, 1986; Long, 1997; Khor, 2002; Masi, et al, 1999 as cited Ching Mey See 2011) . Studies have indicated that people with disabilities have been aware of the potential discrimination in education, training, and employment from a young age (According to the Khor, 2002; Watson, et., al, 1999) as cited also in Ching Mey See 2011). Such insecure feelings foster a sense of self-limiting conservatism, which, in the long run, may negatively influence their career aspirations and employment (Hendey & Pascall, 2001) as also cited Ching Mey See (2011).

RA 10524 - Magna Carta for People with Disabilities

The Magna Carta accords certain rights explained by Moscoso (2017) and privileges to PWDs, including those regarding employment. The Magna Carta grants equal opportunity for employment. It states that no disabled person be denied access to opportunities for suitable employment.

In other words, a qualified disabled employee shall be subject to the same terms and conditions of employment. The same compensation, privileges, benefits, fringe benefits, incentives or allowances as a qualified able bodied person shall also be given. PWDs are defined in the RA 10754 as people with long-term physical, intellectual, mental, or sensory impairment which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others (Angeles, 2016).

Riesena, Morgana and Griffin (2015) opines research continues to inform improvements in policy and practice, though recently the emphasis of research is shifting from solely preparing people with disabilities for employment-a supply-side approach-to also preparing employers and industries for hiring and accommodating workers with disabilities-a demand-side approach-in the new global economy. The attitudes of Filipino employers also differ depending on the kind of job or position a PWD is applying for, particularly in terms of cost and management as well as social costs associated with PWD employment. It looks as if businesses in the Philippines, like in many other countries, favor PWDs applying for non-professional and blue collar jobs (Kim, 2006)

Moscoso (2017) furthered in instances where the PWD is qualified for the position, the employment agreement

is effectively removed from the coverage of Article 80 of the Labor Code. This provision provides for special allowable terms and conditions for the employment of handicapped workers. Meanwhile, Art. 78 of the Labor Code defines handicapped workers as individual whose earning capacity is impaired by age or physical or mental deficiency or injury.

Jasper (2013) Employee abilities and workplace accommodations raised substantial concerns, while financial incentives and practices addressing workplace attitudes were seen as especially helpful solutions. Employer concerns toward hiring varied significantly by employer size, with employers with more workers being more likely to hire those with disabilities than those with fewer workers. Should work to overcome limitations inherent in the source data used by further disaggregating business types within the leisure and hospitality industry, and to examine how socio-demographic factors impact employer perceptions.

In Business diversity, employer based barriers to employment for individuals with disabilities are largely grounded in employers' lack of understanding, misconceptions, stigmas, fears and attitudes about disability. This lack of understanding about the nature of disability and how it intersects with work was also the most frequently identified barrier to employment cited among professionals working in. But as long as the we have characteristic or instrument that can measure the skills of every people with disabilities with positive outcome or productive work, there will be no hindrances in progress.

Many of the barriers to employment for individuals with disabilities have a long standing history in the social and political environments of our country. It is most often not the individual's condition or impairment that creates barriers to competitive employment; rather, it is fears, faulty assumptions, discriminatory policies and systemic design barriers that conspire to limit opportunities for individuals with disabilities to go to work. That's why we need to assess the compliance of the law in order to view or sight the significant implementation of business entities or government.

Equal Employment Opportunity

Opportunity for suitable employment shall be open to all qualified PWDs. Efforts shall be exerted to provide qualified PWDs equal opportunity in the selection process based on qualification standards prescribed for an appointment to a position in government and requirements set by the employers in private corporations. No PWD shall be denied access to opportunities for suitable employment (IRR of RA 10524).

A qualified employee with disability shall be subject to the same terms and conditions of employment and the same compensation, privileges, benefits, fringe benefits, incentives, or allowances as an employed able-bodied person.

A person with disability shall not be discriminated on the basis of disability with regard to all matters concerning all forms of employment, including conditions of recruitment,

hiring and employment, continuance of employment, career advancement, and safe and healthy working conditions

The enactment of RA 10524 in 2013 amended some of the provisions of RA 7277. Most notably, the percentage of reserved positions in the government was reduced from five percent to one percent. However, RA 10524 also did away with the distinction between departments, such that the one percent covers all government positions regardless of department, and are now reserved for PWDs

Arce (2014) on Philippine studies on PWD employment, it was found that employers hold ambivalent attitudes on the hiring of PWDs. While most companies are open to hiring from this group, immediate supervisors have hesitancy in the ability of PWDs to work independently. This study therefore aimed to fill this gap in the knowledge on acceptance of PWDs in employment to increase society's awareness on the plight of PWDs in this area. Specifically, it investigated the factors underlying employers' attitudes towards PWDs in certain job settings and how these relate to the probability of their hiring PWDs in their companies.

Statement of the Problem

The study aimed to determine the relationship between perception of the employment accommodation of persons with disabilities in the Municipality of Marilao Bulacan and their association with Republic Act 10524 compliance. Specifically, the study sought answers to the following:

1. What is the respondent-companies' profile in terms of:
 - 1.1 type of industry;
 - 1.2 total number of employees; and
 - 1.3 Number of employed PWD?
2. What is the respondent companies' preference that would likely increase the chances of employment of PWDs in the company in terms of?
 - 2.1 gender;
 - 2.2 Highest Educational Attainment;
 - 2.3 type of disability;
 - 2.4 Previous work experience;
3. What is the respondents' perception of the employment accommodation of PWDs in terms of:
 - 3.1 Attitude;
 - 3.2 Knowledge; and
 - 3.3 Skills Competencies?
4. To what extent do the companies comply with R.A 10524 in the employment of people with disabilities?
5. Does the perception of PWD employment accommodation relate to compliance with R.A10524?
6. What legal and business implications can be drawn from the findings of the study that would aid in the implementation of R.A 10524?

Hypothesis of the Study

The following null hypothesis was tested at .05 level of significance:

Ho: There is no significant relationship between employers' perception of the employment accommodation of PWDs and their compliance with R.A 10524

Objectives

Although there are few studies in the Philippines that demonstrate the reasons for PWDs' low labor force participation, the most frequently cited reasons are the applicants' lack of skills and the inadequacy of company resources to meet their unique needs (Ilagan, 2005). In a review of the literature on PWD employment in the Philippines, Arce (2014) discovered that employers have ambivalent attitudes about hiring PWDs. While the majority of companies are eager to recruit from this class, immediate supervisors are wary of PWDs' ability to function independently.

This study sought to fill a knowledge gap regarding the acceptance of PWDs in the labor force in order to raise societal awareness of the plight of PWDs in this field. It specifically investigated the factors influencing employers' attitudes toward PWDs in particular work environments, as well as how these factors relate to their probability of hiring PWDs. It investigated whether previous research findings (e.g., Chi & Qu, 2003; Graffam et al., 2002; Mansour, 2009), such as individual, cost, management, social, and negative stereotype factors, form Filipino employers' attitudes toward the employment of PWDs.

The study also looked at whether employers' attitudes toward PWDs differed based on certain characteristics (such as the type of business, the number of employees, and the prior employment background of PWD workers) and PWD workers' attributes (gender, role applied for, type of disability, highest educational attainment, and previous work experience).

Theoretical and Conceptual Frameworks

The present study had its theoretical underpinnings on the *Social Theory of Disability* by Oliver (2012). Oliver put forth that disablement is not a problem located in the individual, but an institutional problem, shaped by economic, political, and ideological forces. The social model breaks the causal link between impairment and disability. The reality of impairment is not denied but is not the cause of disabled people's economic and social disadvantage." They go on to point out that the social model was also intended to be used as a tool to bring about political change, allowing for collective organization.

Figure 1 presents the conceptual map of the study. The conceptual framework consists of two frames for the Independent and Dependent Variables. The Independent variable consist of the perception of employment accommodation of people with disabilities in terms of three indicators namely: Attitude, Knowledge and Skills/Competencies gathered by the researcher;

The second frame, consists of the dependent variable which is the extent of compliance with Republic Act 10524,

otherwise known as the Act Expanding the Positions Reserved for Persons with Disability, for the purpose of amending Republic Act no. 7277, otherwise known as the Magna Carta for persons with disability.

The line connecting the two boxes denotes a relationship that is not causal in nature, between the variables.

Figure 1. Conceptual Model of the Study

II. METHODOLOGY

Respondents

The HR practitioners of 50 various industries and government employing PWD within the Municipality of Marilao constituted the subjects of the study chosen through purposive sampling since its focus is on particular characteristics of a population that are of interest, in this case PWDs, which will best answer the research questions.

Research Design

The study used the descriptive quantitative type of research to describe the employment of people with disabilities in the Municipality of Marilao.

Ritchie *et al.* (2013) opine that by using the descriptive method of research the researcher is able to observe a large mass of target population and make required conclusions about the variables. The researcher by using descriptive research can effectively design a pre-structured questionnaire with both open ended and closed ended questions.

The measurement for this study is from the scale of 4 point Likert scale from 1 (Strongly disagree) to 4 (Strongly Agree).

The study made use of the survey questionnaire as the main data gathering instrument. It consisted of two parts: The first part of the survey questionnaire was an adapted one from the study of Saint Louis University –Baguio School of Accountancy and Business Management entitled “Determinants of Positive Employer Attitude toward Persons with Disabilities.” The said instrument was pretested with 25 Filipino employers and obtained a high reliability index or Cronbach’s alpha of .88. The second part was a researcher-made questionnaire composed of items taken from Rule II Section I of RA 7277, Implementing Rules and Regulation (Equal opportunity for Employment), to measure compliance. This was face validated by not less than seven experts in the field plus the researcher’s adviser. Comments and suggestions were considered and incorporated.

III. RESULTS

Employment Accommodation of People with Disability

Table 1 that majority of the respondents come from the spa services industry which is comprised of 18 companies representing 36 percent of the total respondents. Forty-four

percent come from government, restaurant, eatery services with identical 22 percent share of the total respondent population. Twelve percent come from academic institutions while 8 percent come from wholesale/retail and manufacturing industries.

Table 1

Profile of Respondents in terms of Type of Industry

Independent Variable	Dependent Variable	
Perception of employment accommodation of PWD’s in terms of : <ul style="list-style-type: none"> • Attitude • Knowledge • Skills /Competencies 	Compliance with R.A 10524	
Industry	Frequency	Percentage to Total
Wholesale/Retail	2	4 %
Manufacturing	2	4 %
Academic	6	12 %
Service	0	0 %
Government	11	22 %
Restaurant/Eatery Services	11	22 %
Spa Services	18	36 %
Total	50	100%

Table 2 presents the respondents’ profile based on the number of employees. It could be gleaned from the data presented that majority of the respondents, or 24 business establishments or 48 percent of the total have between 10 to 49 workers while 46 percent of the respondents or 23 businesses employ between 50 to 99 employees. Two establishments representing four percent of the total claim to have hired from 100 to 499 workers and only one respondent-company representing 2% of the total respondents has hired less than ten (1 to 9) employees.

Table 2

Respondents’ Profile in terms of Number of Employees		
Total Number of Employee	Frequency	Percentage
01-09	1	2 %
10-49	24	48 %
50-99	23	46 %
100-499	2	4 %
500-999	0	0 %
1000 & above	0	0 %
Total	50	100%

It could be culled from the data presented in Table 3 that of the 50 business establishments with PWDs currently employed, 22 or 44 percent have one disabled person carrying out tasks for the company. Meanwhile, 26 companies

representing 52 percent have at least two PWDs employed, one business currently employing four PWDs and another one who has more than five PWDs as employees.

Table 3

Number of employed Persons with Disabilities

Total Number of People with Disabilities	Frequency	Percentage
1	22	44 %
2	26	52 %
3	0	0 %
4	1	2 %
5	0	0 %
>5 Greater	1	2 %
Total	50	100 %

Table 4 present the companies' gender preference when it comes to PWDs' increasing their chances to be employed. Apparently, companies are agreeable that gender increases the PWDs' chance to become employed. Out of the 50 respondent-company, 7 expressed their preference for males, while 5 claim that PWD female-applicants have the greater chance of being absorbed or employed by the company. But 38 of the respondent companies claimed that they have no preference as to gender but will accommodate employment for to choose both male and female.

Table 4

Preference of Employment Accommodation of PWDs In Terms of Gender.

Gender	Frequency	%
Male	7	14 %
Female	5	10 %
Either male or female	38	76 %
Total	50	100 %

Table 5 presents the respondent-companies' preference of the PWDs' educational attainment. It could be culled from the data presented in the Table that 13 companies claim that a PWD having a college degree and beyond would increase his/her chance of employment in the company, while 22 business establishments would even hire vocational course graduates. Fifteen business establishments would consider high school graduates, while no company would be willing to take in elementary graduates and still no establishment expressed that they have no educational attainment requirement for PWDs to land a post in their company.

Table 5

Preference of Employment Accommodation of PWDs In Terms of Highest Educational Attainment

Educational Attainment	Frequency	%
None Required	0	
Elementary	0	
High School	15	30 %
Vocational	22	44 %
College and Beyond	13	26 %
Total	50	100 %

Data presented in Table 6 show that respondent companies are willing to accommodate PWDs with the following disabilities: hearing impairment with frequency response of 18; motor or physical disability with frequency count of 50 and learning disability with a frequency count of 1.

Table 6

Preference of Employment Accommodation of PWDs In Terms of Type of disabilities

Type of Disabilities	Frequency of responses
Visual Impairment	0
Hearing Impairment	18
Motor Disability	50
Learning Disability	1
Total	69

It could be culled from the data demonstrated in Table 7 that majority of the respondent companies do not mind employing PWDs who have not so much working experience as 44 of them or 88% would accept as employees, person with disabilities who have been working for less than a year; while six companies prefer to employ PWDs with at least one to two years experience.

Table 7

Preference of Employment of PWDs In Terms of Number of Years Work Experience

Number of Experience	Frequency	%
Below 1 year	44	88 %
1-2 year	6	12 %
3-5 year	0	
>5 Greater	0	
Total	50	100 %

II. Perception of Employment Accommodation of PWDs

Perception of Employment Accommodation of PWD In Terms of Attitudes. It could be gleaned from the results presented in Table 8 that overall, respondents Agree that statement indicators of PWD employment accommodation in terms of Attitudes are Acceptable with an overall mean of 3.01.

Four out of 12 indicators of Attitudes obtained ratings of Strongly Disagree which could be inferred as respondents considering indicator statements as highly unacceptable when it comes to Attitude. The said statements

include: some employees finding it frustrating to work with PWDs (item 3) with obtained mean score of 1.0; PWDs absence and punctuality problems (item 4) with $\bar{x} = 1.46$; PWDs quit their jobs sooner than other employees (item 9) with resulting mean of 1.92; and item 12, that other employees are made uncomfortable by PWDs, with obtained mean of 1.0.

On the other hand, majority of the items obtained a *Strongly Agree* rating ranging from mean scores of 3.70 to 3.94. This means that the respondents' perception of the employment accommodation of PWDs in their respective companies or business establishments are *Highly Acceptable*. Respondents perceive that first and foremost, PWDs are enabled, through employment, to lead normal lives (item 7, $\bar{x} = 3.88$). Findings likewise indicate that PWDs are loyal to the company (item 4, $\bar{x} = 3.92$). It is perceived that their employment promotes positive attitudes in the workplace (item 2, $\bar{x} = 3.90$) and that other employees are willing to work with them (item 6, $\bar{x} = 3.90$). It could be said that PWDs are committed and dedicated to their jobs (item 8, $\bar{x} = 3.88$), and they enhance positive company image (item 1, $\bar{x} = 3.80$). PWDs are perceived to be more cooperative (item 11, $\bar{x} = 3.74$). It is surprising, though, the item 10 which gained a mean result of 3.70 (*Strongly Agree, Highly Acceptable*), states that it is not likely for other employees to interact with PWDs at the workplace or elsewhere.

Table 8

Perception of Employment Accommodation of PWD In Terms of Attitudes

Perception on Attitude	M ea n	Description and Interpretation
1. Employing PWDs enhances the company image	3.80	SA Highly acceptable.
2. Expose to PWDs in job setting promotes positive attitudes in other employees.	3.90	SA Highly acceptable.
3. Other employees find it frustrating to work with PWDs	1.00	SD Highly unacceptable.
4. PWDs are usually loyal to the company	3.92	SA Highly acceptable.

5. PWDs present absence and punctuality problems to the employer	1.46	SD	Highly unacceptable.
6. Other employees are willing to work with PWDs	3.90	SA	Highly acceptable.
7. Employment enables PWDs to lead relatively normal lives	3.88	SA	Highly acceptable.
8. PWDs display commitment and dedication to their jobs	3.88	SA	Highly acceptable.
9. PWDs quit their jobs sooner than others	1.92	SD	Highly unacceptable.
10. Other employees are not likely to interact with PWDs in the workplace or elsewhere	3.70	SA	Highly acceptable.
11. PWDs cooperate more on the job	3.74	SA	Highly acceptable.
12. PWDs make other employees uncomfortable	1.00	SD	Highly unacceptable.
Overall mean	3.00	A	Acceptable

Perception of Employment Accommodation of PWD In Terms of Knowledge. Table 9 presents data on respondents' perception of employment accommodation in terms of *knowledge*. It could be gathered that overall, respondents *Disagree* and that they perceive that the statements relevant to knowledge are *Unacceptable* which is supported by the obtained mean score of 2.33.

Of the six items, two got a rating of *Agree* which is interpreted as *Acceptable*: item 1, PWDs are willing to take less desirable jobs with obtained mean of 3.04, and item 2, PWDs are dependable employees with mean score of 3.30. The sole item which got a rating of *Strongly Agree*, was item 6 which states that employment income can change the PWDs' quality of life, with a mean score of 3.90.

Respondents *Strongly Disagree* with items 3 and 5, with mean scores of 1.10 and 1.0, respectively. They disagree with statements that customers feel discomfort or show negative responses towards PWDs and that they take job away from non-handicapped employees. The results could further be interpreted as *Highly Unacceptable*. Moreover, respondents *Disagree* with item 4, which indicated that PWDs require closer supervision in the workplace, with resulting men of 1.68.

Table 9

Perception of Employment Accommodation of PWD In Terms of Knowledge

<i>Perception on Knowledge</i>	<i>Mean</i>	<i>Description and Interpretation</i>	
1.PWDs are willing to take on less desirable jobs in the company	3.04	A	Acceptable
2.PWDs are dependable employees	3.3	A	Acceptable
3.Customers show negative responses or discomfort toward PWDs in the company	1.1	SD	Highly Unacceptable
4.PWDs require closer supervision in the workplace	1.68	D	Unacceptable
5.Employing PWDs takes jobs away from non-handicapped individuals	1	SD	Highly unacceptable
6.Income from employment can change the quality of life for PWDs	3.9	SA	Highly Acceptable
<i>Overall mean</i>	<i>2.33</i>	<i>D</i>	<i>Unacceptable</i>

Perception of Employment Accommodation of PWD In Terms of Skills/ Competencies. It could be gleaned from Table 10 that as a whole, the respondents *disagree* with item statements relevant to their perception of PWDs' employment accommodation in terms of skills and competencies as proven by the obtained overall mean of 2.33, also interpreted as *Unacceptable*.

Of the seven items, respondents found two items as *highly unacceptable* and therefore, were given ratings of *Strongly Disagree*. These are: statements numbers 1 and 7 which state that working with PWDs gives other employees unnecessary challenge or burden working with them, and that non-handicapped employees only frustrate PWDs with resulting mean scores of 1.16 and 1.14, respectively.

Meanwhile, two others statements were also found *Unacceptable* by respondents. Respondents *Disagree* with statements expressing that other employees feel that the separation of duties and responsibilities is not fair (item 4), with an obtained mean score of 2.04 and that employment of PWDs will increase business costs (item 7), with a resulting mean of 1.88.

Respondents also *Agree* that they may enjoy tax reduction in hiring PWDs (item 5, \bar{x} =2.94), interpreted as *Acceptable*, while they *Strongly Agree* that it is just fair to accommodate PWDs in the workplace (item 2, \bar{x} =3.92), and that provision of additional health and safety measures in hiring PWDs is *Highly Acceptable*, therefore meriting a *Strongly Agree* rating. (item 3, \bar{x} =3.92)

Table 10

Perception of Employment Accommodation of PWD In Terms of Skills/Competency

<i>Perception on Skills Competency</i>	<i>Mean</i>	<i>Description and Interpretation</i>	
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1. Working with a PWD gives unnecessary challenge or burden To other employee	1.16	SD	Highly unacceptable
2. It's fair to make special accommodations for PWDs in the workplace	3.92	SA	Highly Acceptable
3. Most of company are concerned over additional health and safety measures in hiring PWDs	3.92	SA	Highly Acceptable
4. Other employees feel that the separation of duties and responsibilities of PWDS is not fair	2.04	D	Unacceptable
5. Companies enjoy tax reduction from the government in hiring PWDs	2.94	A	Acceptable
6. Employment of PWDs would increase business costs	1.88	D	Unacceptable
7. Working with non-handicapped employees will only frustrate PWDs	1.14	SD	Highly unacceptable
<i>Overall mean</i>	<i>2.42</i>	<i>D</i>	<i>Unacceptable</i>

Extent of Compliance with Republic Act 10524 in the Employment of People with Disabilities

It could be gleaned from the results presented in Table 11 that based on the overall mean rating of 3.34, that the respondents claim that overall, they are *Substantially Compliant* with the provisions of RA 10524 with regards to equal opportunity for employment. This could be further interpreted that respondent companies have met nearly all applicable standards or provisions of the Act. Further, findings suggests that standards not met do not present any serious risks to the company or its operations because of some minor omissions or oversights.

The foregoing results show that respondent companies are *fully compliant* with the following provisions of RA 10524 which implies that all applicable standards or

provisions have been met in full and some best practice are apparent in those areas: does not limit, segregate or classify a disabled person (item 1, \bar{x} =4.00); does not set qualification standards, employment tests or other selection criteria that screen out or tend to screen out disabled person (item 2, \bar{x} =3.96); doesn't provides less compensation, such as salary, wage or other forms of remuneration and fringe of benefits, to a qualified PWD employee (item 5, \bar{x} =3.96); does not favor a non-disabled employee over a qualified disabled employee with respect to promotion, training opportunities, study and scholarship grants, solely on account of the latter's disability (item 6, \bar{x} =3.96); Not Dismissing or terminating the services of disabled employee by reason of his disability despite satisfactory performance (item 8, \bar{x} =3.96); Not Failing to select or administer in the most effective manner employment test which accurately reflect the skills, aptitude or other factor of the disabled applicant or employee (item 9, \bar{x} =4.00); and hires/ reserves at least 1% in more than hundreds employees in position for persons with disability in the company (item 11, \bar{x} =4.00).

It could also be culled from the results that respondents are *Substantially Compliant* with two out of 11 statements: company or organization doesn't re-assign or transfer a disabled employee to a job or position he cannot perform by reason of his disability (item 7, \bar{x} =3.22), and includes the disabled person from membership in labor unions or similar organizations (item 10, \bar{x} =3.42).

Non-compliance of respondents were expressed on statements indicating that the company utilizes standards, criteria, or method of administration that can effect discrimination on the basis of disabilities, and company utilizes standards, criteria, or method of administration that perpetuate the discrimination of others, with resulting identical mean scores of 1.16.

Table 11

The extent of compliance with R.A 10524 in the employment of people with disabilities

Compliance of Industries based on Implementing Rules and Regulation of Expanded Provisions with R.A 10524	Mean	Description and Interpretation
1. The Institution or organization doesn't limit, segregate or classify a disabled job applicant in such a manner that adversely affects his work opportunities;	4	FC Fully Compliant
2. The institution sets qualification standards, employment tests or other selection criteria that screen out or tend to screen out disabled person even if it's job related and consistent with business necessity.	3.96	FC Fully Compliant

3. The company utilizes standards, criteria, or method of administration that can effect discrimination on the basis of disabilities.	1.16	NC	Non compliant
4. The company utilizes standards, criteria, or method of administration that perpetuate the discrimination of others who are subject to common administrative control.	1.16	NC	Non compliant
5. The Company or organization doesn't provides less compensation, such as salary, wage or other forms of remuneration and fringe of benefits, to a qualified PWD employee, than the non-disabled	3.96	FC	Fully Compliant
6. The company or organization does not favor a non-disabled employee over a qualified disabled employee with respect to promotion, training opportunities, study and scholarship grants, solely on account of the latter's disability;	3.96	FC	Fully Compliant
7. The company or organization doesn't re-assign or transfer a disabled employee to a job or position he cannot perform by reason of his disability;	3.22	SC	Substantially Compliant
8. Not Dismissing or terminating the services of disabled employee by reason of his disability despite satisfactory performance	3.96	FC	Fully Compliant
9. Not Failing to select or administer in the most effective manner employment test which accurately reflect the skills, aptitude or other factor of the disabled applicant or employee that such test purports to measure, rather than the impaired sensory, manual or speaking skills of such applicant or employee	4	FC	Fully Compliant
10. The organization includes the disabled person from membership	3.42	SC	Substantially Compliant

in labor unions or similar organizations					
11. The company hires/reserves at least 1% in more than hundreds employees in position for persons with disability in the company.	4	FC	Fully Compliant		
Overall mean	3.34	SC	Substantially Compliant with the provisions of R.A10524		

Relationship of Perception of PWD Employment Accommodation with Compliance with RA 10524.

Overall Correlation Result between Perception with Compliance. Table 12 shows the overall *r* relevant to perception of employment accommodation and compliance which was computed at .736 indicating a *very strong positive relationship*, where $r^2 = .70$ to $.99$. The result simply tell us that high or low compliance is just as likely to occur with the high perception of employment accommodation as it is with low perception. The existence of a very strong correlation does not imply a causal link between the variables. For example it cannot be implied that high perception of employment accommodation causes compliance with the Act or vice versa.

Moreover, Table 12 shows the coefficient of determination r^2 quantified as the proportion of the variance in *Compliance* explained in a statistical sense (not a causal sense) by the Perception variables. The computed r^2 of .541 suggests that approximately 54.1% of the variance in compliance is explained or accounted for by its association with the perception variables. Conversely, 45.9% of the variance cannot be explained by perceptions.

The associated probability value of .01 is apparently lesser in value than the significance level set at .05. Therefore, the null hypothesis that *There is no significant relationship between employers' perception of the employment accommodation of PWDs and their compliance with R.A 10524* has to be rejected. It could be further said that the result cannot be attributed to mere chance alone.

Table 12

Overall Correlation Results Between Perception of Employment Accommodation of PWDs with Compliance with RA 10524.

	<i>r</i>	r^2	p-value	Interpretation	Decision
Overall	.736	.541	.01	Significant	Reject H_0

Table 13

Correlation Between Perception of Employment Accommodation of PWDs and Compliance with RA 10524

Variables	<i>r</i>	r^2	p-value	Interpretation	Decision
Knowledge	.168	.028	.244	Not Significant	Accept H_0

Attitudes	.362	.131	.010	Significant	Reject H_0
Skills/Competencies	.736	.541	.000	Significant	Reject H_0

Legal and Business Implications from the Findings of the Study

Based on the findings of the study, it could be noted that while the changes to the Magna Carta are significant steps in the pursuit of PWD welfare, it is clear that the participation of the private sector is indispensable. With all the efforts of the government to uplift the state of those who are burdened with disabilities, it is important to bear in mind that the goal is not only to accommodate, but integrate.

Although the explicit inclusion of private corporations is commendable, the requirement to reserve the positions is not mandatory for private corporations. The amendment (RA 10524) adds a provision which says: "Provided, that private corporations with more than 100 employees are encouraged to reserve at least one percent of all positions for persons with disability." The word "encourage" does not carry the compulsory weight of the word "shall."

On the business side, incentives were put in place to encourage the participation of the private sector. These incentives include additional deductions from gross income based on 25 percent of the amount of salaries and/or wages paid to PWDs, and additional deductions from net income based on 50 percent of the direct costs of improving physical facilities to accommodate the special needs of PWDs. This would mean a great reduction in the tax liabilities of private entities.

4. Discussion

The main concern of the study is to assess the relationship of Perception of employment accommodation of PWD's in terms of knowledge, attitude and Skills Competencies with Compliance of Republic Act 10524

Specifically, the study sought to answer the following questions:

1. What is the respondent-companies' profile in terms of:
 - 1.1 type of industry;
 - 1.2 total number of employees; and
 - 1.3 Number of employed PWD?

On type of Industry. Majority of the respondents come from the spa services industry which is comprised of 18 companies, 11 are government units, 11 come from the restaurant or eatery businesses, 6 from academic institutions and 2 each from wholesale/retail and manufacturing companies.

On total number of employees. Twenty-four business establishments have between 10 to 49 workers while 23 businesses claim to have hired from 100 to 499 workers and only one respondent-company has hired less than ten employees.

On the number of employed PWDs. Of the 50 business establishments with PWDs currently employed, 22

have one disabled person carrying out tasks for the company while 26 companies have at least two PWDs employed. One business currently employs four PWDs and another one who has more than five PWDs as employees.

2. What is the respondent-companies' preference that would likely increase the chances of employment of PWDs in the company in terms of?

2.1 gender;

2.2 Highest Educational Attainment;

2.3 type of disability;

2.4 Previous work experience;

On gender preference. Out of the 50 respondent-companies, 7 expressed their preference for males, while 5 claim that PWD female-applicants have the greater chance of being absorbed or employed by the company. But 38 of the respondent companies do not have any preference as to gender.

On highest educational attainment. Thirteen companies claimed that a PWD having a college degree and beyond would increase his/her chance of employment in the company, while 22 business establishments would hire vocational course graduates. Fifteen establishments would consider high school graduates, while no company would be willing to take in elementary graduates

On types of Disabilities. Based on the frequency of responses, 18 companies would accommodate those hearing impairment; all respondents or 50 businesses would take in those with motor or physical disabilities while only one company would be willing to take in a PWD applicant with learning disability.

On Previous work experience. Forty-four companies expressed that they would accept as employees, PWDs who have been working for less than a year; while six companies prefer those with at least one to two years work experience.

3. What is the respondents' perception of the employment accommodation of PWDs In terms of:

3.1 Attitude;

3.2 Knowledge; and

3.3 Skills Competencies?

Perception of the employment accommodation of PWDs In terms of Attitude. Overall, respondents *Agree* that statement indicators of PWD employment accommodation in terms of Attitudes are *Acceptable* with an overall mean of 3.01.

In the study of Barbra and Mutswanga (2014), Some participants indicated that there were unfriendly environments in the majority of the work places. Participating employers indicated that some participants did not want to have co-workers with disabilities. Asked the reasons, some female participants perceived disabilities as being contagious. This being the case, the worker with disabilities would be isolated and be excluded from some duties. For example, in a study of employers' attitudes toward hiring individuals who are deaf, the results indicated that employers with previous experience employing individuals who are deaf have more positive

attitudes toward hiring such a person again. Negative attitudes towards employees with disabilities result in discrimination. Companies, agencies and organizations are composed of individuals with their own attitudes and beliefs about people with disabilities. Some able bodied co-workers may think that disability can be contagious.

Perception of the employment accommodation of PWDs In terms of Knowledge. Overall, respondents *Disagree* and that they perceive that the statements relevant to knowledge are *Unacceptable* which is supported by the obtained mean score of 2.33. According to Torralba (2014), persons with disability (PWDs) make good assets in the workplace, contrary to a deeply-rooted stigma that they are mere liabilities. After the passage of a law that expands reserved positions for PWDs, more businesses in the Philippines are championing disability inclusion in the workplace, recognizing skills, loyalty and resilience unique to PWDs.

Perception of the employment accommodation of PWDs In terms of Skills/Competency. As a whole, the respondents *disagree* with item statements relevant to their perception of PWDs' employment accommodation in terms of skills and competencies as proven by the obtained overall mean of 2.33, also interpreted as *Unacceptable*. According to Gilbride, et al., (2003), just as employers want skilled and reliable employees, disabled individuals, like others, want to be recognized for their skills and talents The truth is that "people with disabilities possess skill sets that employers badly need" (McCary, 2005).

4 To what extent do the companies comply with R.A 10524 in the employment of people with disabilities?

Based on the overall mean rating of 3.34, respondents are *Substantially Compliant* with the provisions of RA 10524 with regards to equal opportunity for employment. This could be further interpreted that respondent companies have met nearly all applicable standards or provisions of the Act.

The Philippine government, as a state-party to the United Nations Convention on the Rights of Persons with Disabilities, is required to promote, protect, and ensure the full enjoyment of human rights by PWDs and ensure that PWDs experience full equality under laws (Guzman, 2018).

Republic Act no. 10524 was signed into law, amending Republic Act No. 7277, also known as the Magna Carta for Persons with Disability, an act expanding employment positions reserved for PWDs.

5 Does the perception of PWD employment relate to compliance with R.A10524?

Overall *r* relevant to perception of employment accommodation and compliance which was computed at .736 indicating a *very strong positive relationship*, where $|r| = .70$ to .99. The computed r^2 of .541 suggests that approximately 54.1% of the variance in compliance is explained or accounted for by its association with the perception variables.

Relationship of Perception of Employment Accommodation in Terms of Knowledge and Compliance

with RA 10524. The correlation between perception in terms of knowledge and compliance is .168, which indicates that there is a *little to almost no correlation* between perception of PWD employment accommodation in terms of knowledge and compliance. The computed r^2 of .028 suggests that approximately 2.8% of the variance in compliance is explained or accounted for by its association with the *Knowledge* perception variable. A certain level of educational attainment is a basic requirement for employment as the state gives equal access to education in accordance to Section 12 of the Article 7277, of the Magna Carta for Disabled Persons (Alson, Espela, and Urbina, 2019).

Relationship of Perception of Employment Accommodation in Terms of Attitude and Compliance with RA 10524. The correlation between perception in terms of attitude and compliance is .362, which indicates that there is a *moderate positive correlation* between perception of PWD employment accommodation in terms of attitude and compliance. The computed r^2 of .131 suggests that approximately 13.1% of the variance in compliance is explained or accounted for by its association with the *Attitude* perception variable.

Relationship of Perception of Employment Accommodation in Terms of Skills/Competencies and Compliance with RA 10524. The correlation between perception in terms of attitude and compliance is .736, which indicates that there is a *very strong positive correlation* between perception of PWD employment accommodation in terms of skills/competencies and compliance. The computed r^2 of .541 suggests that approximately 54.1% of the variance in compliance is explained or accounted for by its association with the *Skills/Competencies* perception variable.

Gonzales et al (2014) state that the attitude dimensions vary according to the attributes of the employer or business, particularly on the type of industry, size of the company, and on whether or not they have had previous hiring experience of a PWD.

6 What legal and business implications can be drawn from the findings of the study that would aid in the implementation of R.A 10524?

Based on the findings of the study, it could be noted that while the changes to the Magna Carta are significant steps in the pursuit of PWD welfare, it is clear that the participation of the private sector is indispensable. With all the efforts of the government to uplift the state of those who are burdened with disabilities, it is important to bear in mind that the goal is not only to accommodate, but integrate.

Although the explicit inclusion of private corporations is commendable, the requirement to reserve the positions is not mandatory for private corporations. The amendment (RA 10524) adds a provision which says: "Provided, that private corporations with more than 100 employees are encouraged to reserve at least one percent of all positions for persons with disability." The word

"encourage" does not carry the compulsory weight of the word "shall."

On the business side, incentives were put in place to encourage the participation of the private sector. These incentives include additional deductions from gross income based on 25 percent of the amount of salaries and/or wages paid to PWDs, and additional deductions from net income based on 50 percent of the direct costs of improving physical facilities to accommodate the special needs of PWDs. This would mean a great reduction in the tax liabilities of private entities.

IV. CONCLUSION

Based on the foregoing findings, the following conclusions are drawn:

1. Majority of the respondents are spa services. Others are government units, restaurant and eatery businesses, academic institutions and wholesale/retail and manufacturing companies. Majority have a total of 10 to 49 employees, and majority have at least two PWDs employed.
2. Majority of the respondents do not have any preference in terms of gender. Majority would accommodate vocational course graduates while some prefer high school graduates and other would take in college degree holders. All respondents are willing to employ those with motor and physical disability and those with work experience.
3. Perception of the employment accommodation of PWDs In terms of Attitude.

Overall, respondents *Agree* that statement indicators of PWD employment accommodation in terms of Attitudes are *Acceptable*. However, some indicators of Attitudes obtained ratings of *Strongly Disagree* which could be inferred as respondents considering indicator statements as *highly unacceptable* when it comes to Attitude like: some employees finding it frustrating to work with PWDs, PWDs with absence and punctuality problems, that PWDs quit their jobs sooner than other employees, and other employees are made uncomfortable by PWDs.

Perception of the employment accommodation of PWDs In terms of Knowledge

Overall, respondents *Disagree* and that they perceive that the statements relevant to knowledge are *Unacceptable*. Respondents *Strongly Disagree* to statements that they consider likewise as *Highly Unacceptable*: that customers feel discomfort or show negative responses towards PWDs, that they take job away from non-handicapped employees, and that PWDs require closer supervision in the workplace.

Perception of the employment accommodation of PWDs In terms of Skills/Competency. The respondents *disagree* with item statements relevant to their perception of PWDs' employment

accommodation in terms of skills and competencies also interpreted as *Unacceptable*. Respondents *Strongly Disagree* and consider as *highly unacceptable* statements like: working with PWDs gives other employees unnecessary challenge or burden working with them, and that non-handicapped employees only frustrate PWDs.

4. Respondents are *Substantially Compliant* with the provisions of RA 10524 and that they have met nearly all applicable standards or provisions of the Act with regards to equal opportunity for employment.
5. Based on the findings of the study, it is clear that the participation of the private sector in the employment accommodation of PWDs is indispensable. However, the requirement to reserve positions is more of an encouragement rather than a mandate. Incentives provided to private companies who employ PWDs are a great reduction from tax liabilities of these entities.

V. RECOMMENDATIONS

Based from the conclusions and findings of the study, the following recommendation are hereby presented:

1. More private entities should be made aware of the benefits that they could derive from the employment accommodation of PWDs.
2. Changes in employer hiring practices may increase employment among people with disabilities and have benefits to employers and companies, especially those looking for diversity in their workforces.
3. Employing people with disabilities has been shown to benefit businesses, a result of lower turnover, increased productivity and access to a broader pool of skilled workers.
4. A more effective monitoring system must be in place to ensure that all companies – government and private, fully comply with all applicable provisions of the Act.
5. Since overall perceptions of employment accommodation has a very strong positive correlation with compliance, efforts must be made to strengthen provisions with affirmative actions that aid businesses in their efforts to recruit and hire qualified people with disabilities.
6. The researcher feels the need for the Act to be a mandate even for private entities to increase the employability of PWDs and contribute to firm profitability.

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