

SENATE

S. NO. 3371

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Prepared jointly by the Committees on Civil Service and Government Reorganization and Labor, Employment, and Human Resources Development with Senator Antonio "Sonny" F. Trillanes IV as author

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AN ACT

EXPANDING THE POSITIONS RESERVED FOR PERSONS WITH DISABILITY,  
AMENDING FOR THE PURPOSE REPUBLIC ACT NO. 7277, AS AMENDED,  
OTHERWISE KNOWN AS THE MAGNA CARTA FOR PERSONS WITH DISABILITY

*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 [disabled] person with **DISABILITY**  
4        shall be denied access to opportunities for suitable employment. A qualified [disabled] employee  
5        **WITH DISABILITY** shall be subject to the same terms and conditions of employment and the  
6        same compensation, privileges, benefits, fringe benefits, incentives or allowances as a qualified  
7        able bodied person.

8        **AT LEAST [Five] ONE** percent [(5%) **(1%)**] of all [casual, emergency and contractual  
9        positions in [the Departments of Social Welfare and Development; Health; Education, Culture  
10       and Sports; and other] **ALL** government agencies, offices or corporations **AND PRIVATE**  
11       **CORPORATIONS WITH MORE THAN ONE HUNDRED (100) EMPLOYEES** [engaged  
12       in social development] shall be reserved for [disabled] persons **WITH DISABILITY.**"

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14       **SEC. 2. *Implementing Rules and Regulations.*** – The Department of Labor and  
15       Employment (DOLE), the Civil Service Commission (CSC), the National Council on Disability  
16       Affairs (NCDA), the Governance Commission for Government-Owned or Controlled  
17       Corporations (GCG), Department of Health (DOH), Department of Social Welfare and  
18       Development (DSWD), and the Bureau of Internal Revenue (BIR), in consultation with the

1 concerned Senate and House committees and other agencies, organizations, establishments shall  
2 formulate an implementing rules and regulations pertinent to the provisions of this Act within six  
3 (6) months after the effectivity of this Act.

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5 **SEC. 3. *Separability Clause.*** – Should any provision of this Act be found  
6 unconstitutional by a court of law, such provision shall be severed from the remainder of this  
7 Act, and such action shall not affect the enforceability of the remaining provisions of this Act.

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9 **SEC. 4. *Repealing Clause.*** – All laws, presidential decrees, executive orders, and rules  
10 and regulations inconsistent with the provisions of this Act are hereby repealed or modified  
11 accordingly.

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13 **SEC. 5. *Effectivity Clause.*** – This Act shall take effect after fifteen (15) days after its  
14 publication in any two (2) newspapers of general circulation.

Approved,