



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
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Belle
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PERSONS WITH DISABILITIES IN THE WORKPLACE

In line with the country's policy providing for the rehabilitation, self-development, self-reliance, and integration into the mainstream society¹ of persons with disabilities as well as being one of the signatories to the Convention on the Rights of Persons with Disabilities² and in support of the 2023 National Disability Prevention and Rehabilitation (NDPR) Week Celebration with the theme, "*Persons with Disabilities Accessibility and Rights: Towards A Sustainable Future where No One is Left Behind (Aksesibilidad at Karapatan ng mga Taong may Kapansanan: Daan tungo sa Sustenableng Kinabukasan na Walang Maiiwan)*," all employers are reminded to ensure the protection of the rights of persons with disabilities through the implementation of laws, policies, and programs that:

1. Provide equal opportunity for employment (private corporations with more than 100 employees are encouraged to reserve at least one percent [1%] of all positions for persons with disabilities);³
2. Prohibit discrimination against a qualified person with disability by reason of disability in regard to job application, hiring, job training, promotion, compensation or discharge of employees, and other terms, conditions, and privileges of employment;⁴
3. Secure barrier-free environment to have access to public and private buildings per Batas Pambansa Bilang 344, otherwise known as "An Act to Enhance the Mobility of Disabled Persons by Requiring Certain Buildings, Institutions, Establishments and Public Utilities to install Facilities and Other Devices;"⁵
4. Facilitate persons with disabilities' access to express lanes in all commercial and government establishments; in the absence thereof, priority shall be given to them;⁶ and
5. Support, protect, and promote the rights of persons with disabilities.

Employers are further advised to visit this link for more information, downloadable streamer design, and schedule of activities for the 2023 NDPR Week Celebration:
bit.ly/2023NDPRWeekCelebration.

Be guided accordingly.

11 July 2023

BELLE
BIENVENIDO E. LAGUESMA
Secretary



Department of Labor and Employment
Office of the Secretary



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¹ Republic Act No. 7277

² Convention on the Rights of Persons with Disabilities. <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-rights-persons-disabilities#article-27>, accessed on July 5, 2023.

³ Republic Act No. 10524

⁴ Republic Act No. 7277

⁵ Republic Act No. 7277 in relation to Batas Pambansa Bilang 344

⁶ Republic Act No. 9442