



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT

DOLE POLICIES AND PROGRAMS RELATED TO THE EMPLOYMENT FOR PEOPLE WITH DISABILITIES

PATRICK P. PATRIWIRAWAN JR., CESO III

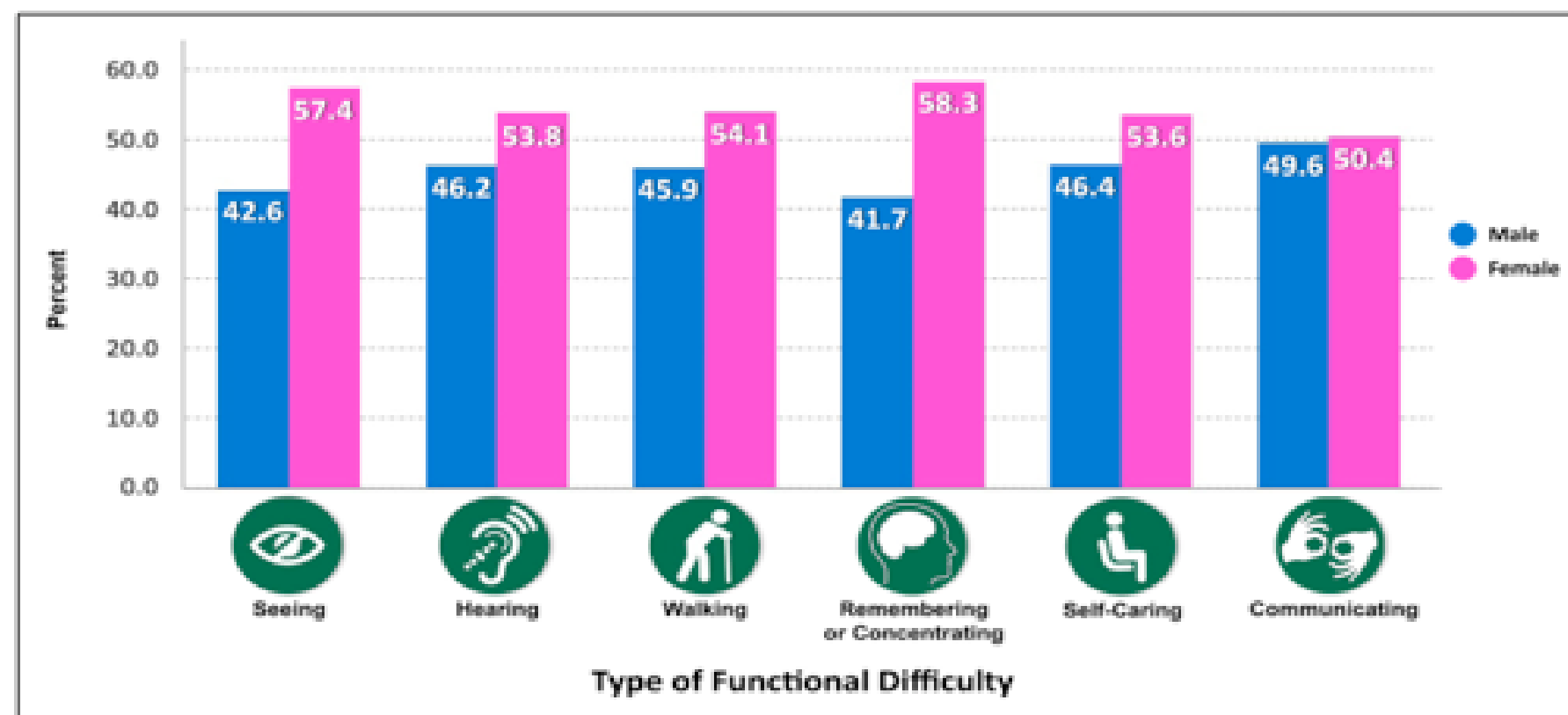
DIRECTOR IV
BUREAU OF LOCAL EMPLOYMENT

Regional Employment Summit for People with Visual Impairment
3-4 December 2024 | Hanoi, Vietnam



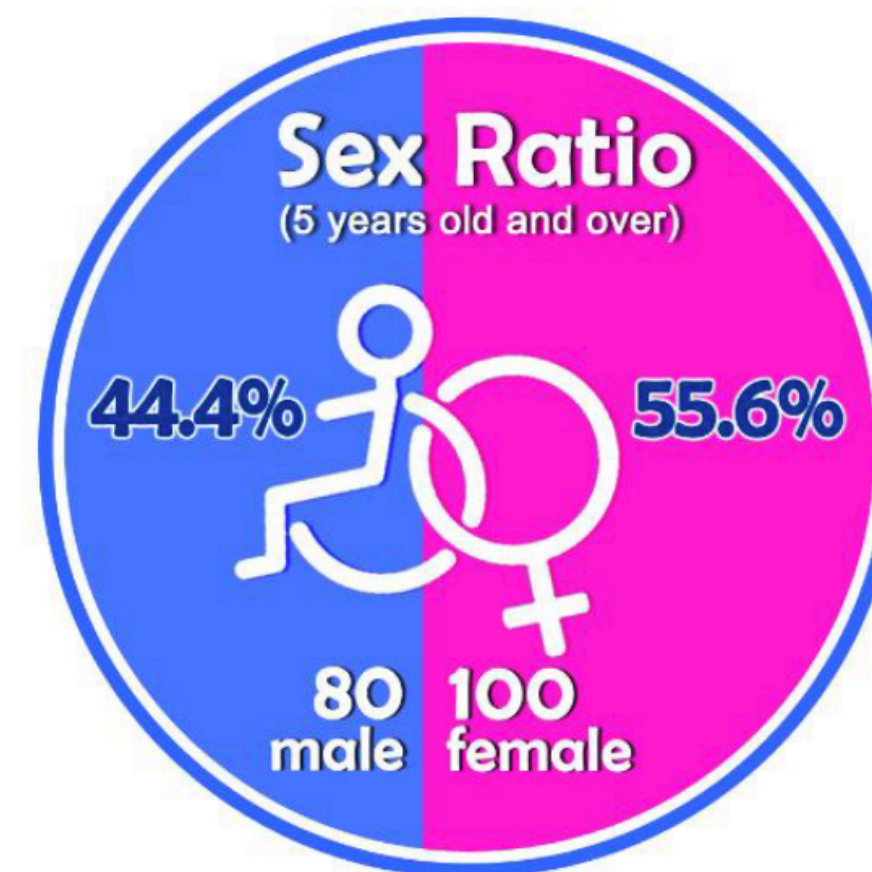
PHILIPPINE CONTEXT ON DISABILITY STATISTICS

Figure 3. Proportion of Household Population With At Least One Domain of Functional Difficulty by Sex and Domain of Functional Difficulty: Philippines, 2020



Source: Philippine Statistics Authority, 2020 Census of Population and Housing

Of the 97.60 million household population five years old and over, nearly **nine in every 100 persons** (8.7%) had at least one domain of functional difficulty.



Females in all age groups outnumbered males in having at least one functional difficulty. The age group 60 to 64 years old has the highest number of persons with at least one functional difficulty while those in age group 5 to 9 has the lowest.

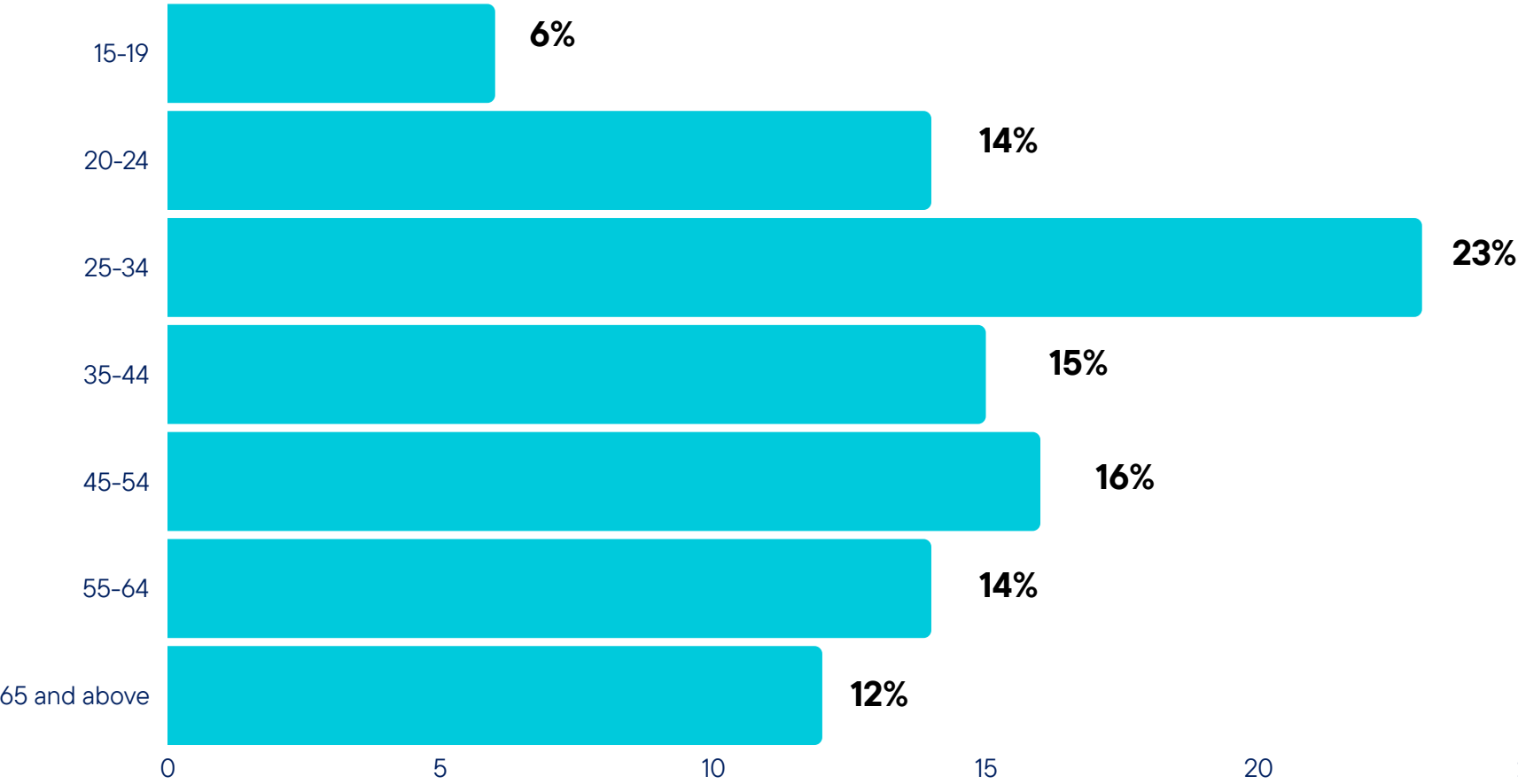
PERSONS WITH DISABILITY PROFILE UNDER PEIS

7,044 registrants

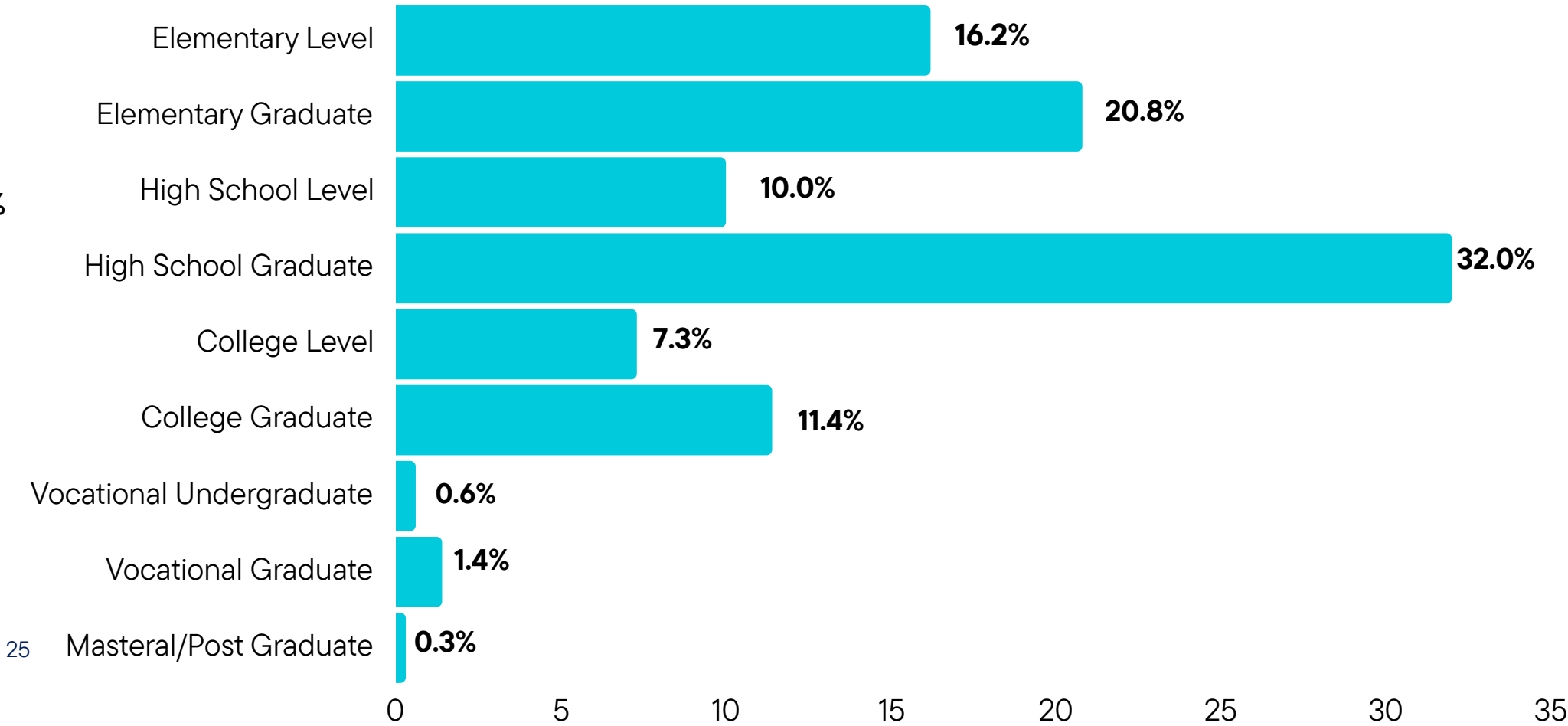
as of November 2024

Source: PESO Employment Information System

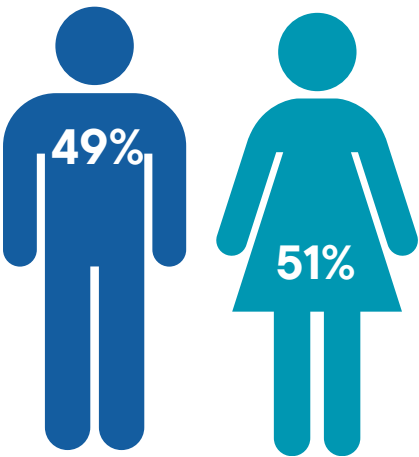
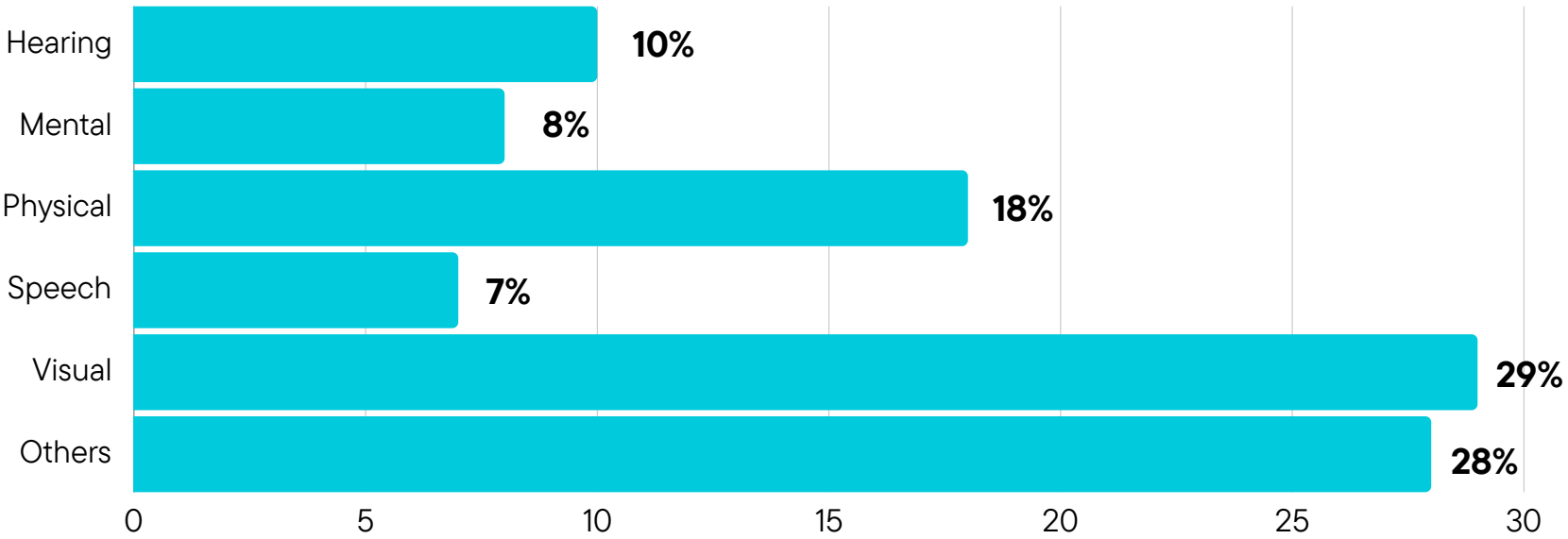
By Age Group and Sex



By Educational Attainment



By Type of Disability



TOP 10 PREFERRED OCCUPATIONS

1	Laborer	6	Housekeeper (Private)
2	Office Clerk	7	Data Encoder
3	Production Worker	8	Dry Goods Market Vendor
4	Service Crew	9	Utility Worker
5	Gardener	10	Vineyard Farmer

EMPLOYMENT CHALLENGES OF PERSONS WITH DISABILITIES

Unemployed PWDs: 85%

Employed PWDs: 15%

as of November 2024

Source: PESO Employment Information System

Barriers to Get Employed

- Negative attitude, often linked to discrimination
- Unequal access to education and training
- Inaccessible buildings
- Lack of accessible information
- Concern about accidents and insurance costs
- Inaccessible transport
- Lack of assistive devices and support services
- Lack of awareness of employers of needs and abilities of persons with disabilities
- Low self-esteem and overprotective families
- Lack of supportive legal environment and policy support

Issues Faced by the Disabled

- Low level of education and training
- Lack of information on employment opportunities
- Lack of employable skills
- Rapidly changing labor markets
- Employers' attitude and perceptions
- Lack of access to self-employment opportunities
- Fear of losing welfare benefits
- Unfair terms of employment
- Higher work-related costs

LEGAL FRAMEWORKS SUPPORTING PERSONS WITH DISABILITIES

REPUBLIC ACT NO. 7277



An Act Providing for the Rehabilitation, Self-Development and Self-Reliance of Persons with Disabilities and their Integration into the Mainstream of Society and for Other Purposes

REPUBLIC ACT NO. 10524



An Act Expanding The Positions Reserved For Persons With Disability, Amending For The Purpose Republic Act No. 7277

BATAS PAMBANSA NO. 344



An act to Enhance the Mobility of Disabled Persons by Requiring Certain Buildings, Institutions, Establishments, and Public Utilities to Install Facilities and Other Devices

REPUBLIC ACT NO. 11165



An Act Institutionalizing Telecommuting as An Alternative Work Arrangement for Employees in the Private Sector

DOLE'S ROLE UNDER THE MAGNA CARTA FOR PERSONS WITH DISABILITIES



Development of an award system and publication of private corporations which employ persons with disabilities



Publication of job vacancies and the development of a registry of qualified persons with disabilities



Development and implementation of competency-based programs



Provision of rehabilitation services for workers with occupational disability



Employment Facilitation through Public Employment Service Offices (PESOs)



Conduct of awareness raising campaigns for the employment of persons with disabilities.

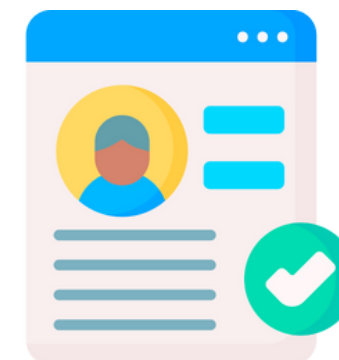
DOLE KEY PROGRAMS AND SERVICES



**TULONG ALALAY SA
TAONG MAY KAPANSANAN
(TULAY)**



**PUBLIC EMPLOYMENT
SERVICES**

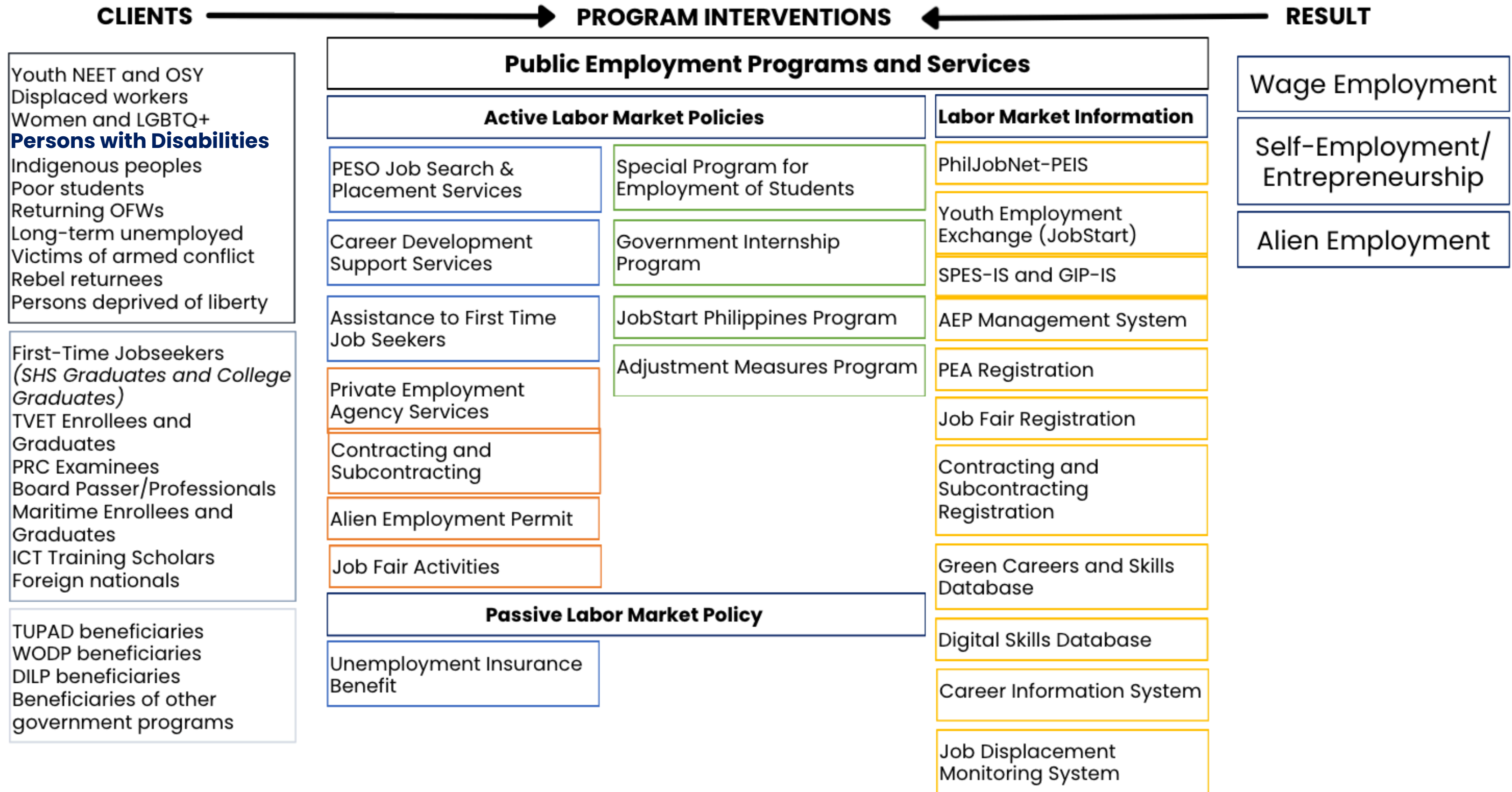


**PHILJOBNET AND LABOR
MARKET INFORMATION
SERVICES**



**YOUTH AND ADULT
EMPLOYABILITY PROGRAMS**

Full-Cycle Integrated Employment Intervention



PROGRAMS AND SERVICES OF THE BUREAU OF LOCAL EMPLOYMENT

Youth and Adult Employability Programs

- Special Program for Employment of Students
- JobStart Philippines
- Government Internship Program
- Adjustment Measures Program



JobStart



AMP

Public Employment Services

- Public Employment Service Offices
- Career Development Support Program
- Assistance to First-Time Jobseekers
- Unemployment Insurance Benefits



Labor Market Information Services

- Integrated PhilJobNet – PESO Employment Information System
- Career Information System
- Job Displacement Monitoring System



PHILJOBNET

CareerInfoPH



Local Employment Regulations

- Job Fair Regulation
- Private Employment Agency Regulation
- Alien Employment Regulation
- Contracting and Subcontracting Regulation

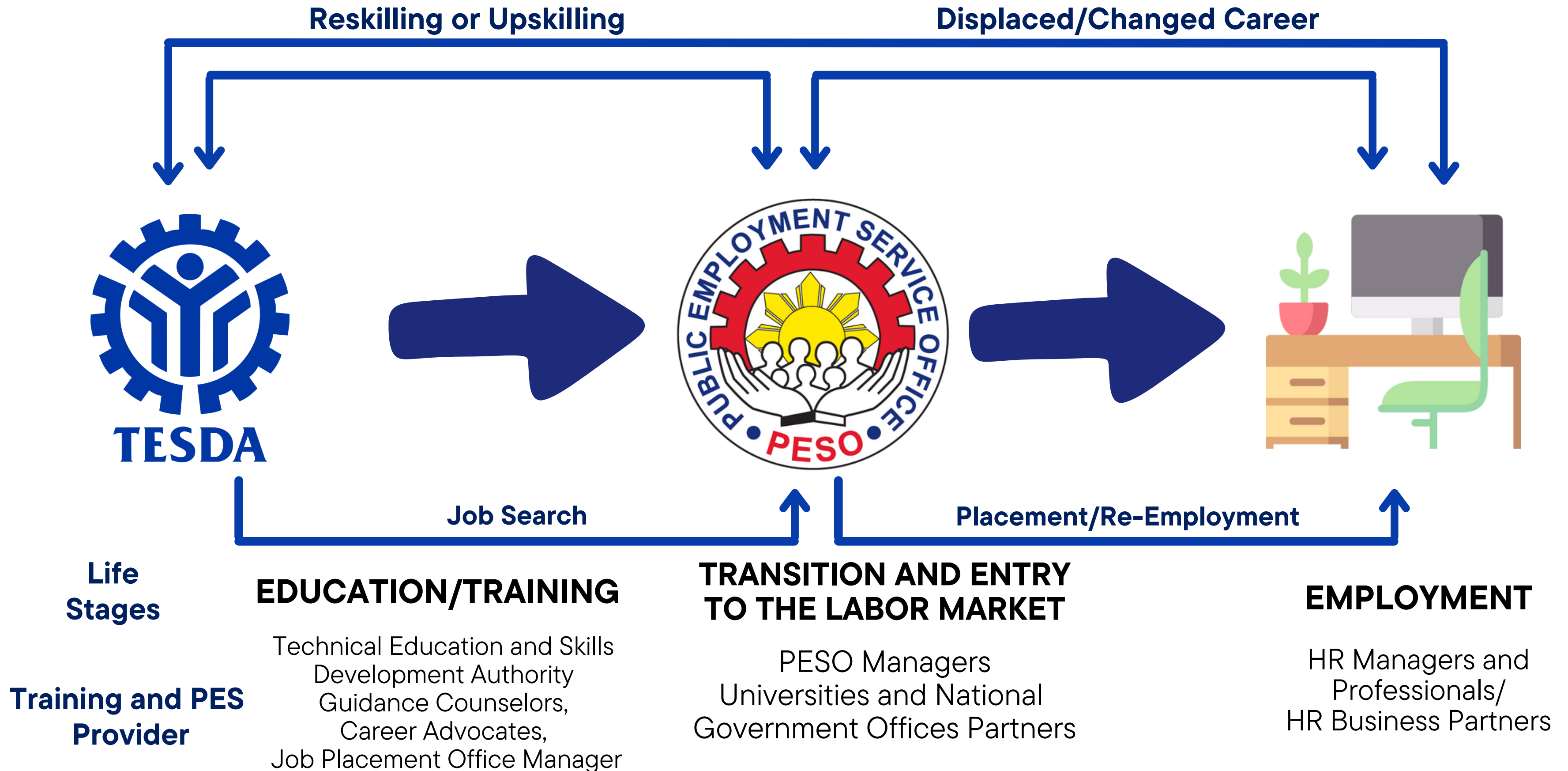


PEA
PRIVATE EMPLOYMENT AGENCY

JOBCON
JOB CONTRACTING PROGRAM

AEP
ALIEN EMPLOYMENT PERMIT

EDUCATION AND TRAINING INITIATIVES THROUGH PUBLIC EMPLOYMENT SERVICES



PARTNERSHIP MODELS

Government and Non-Government Organization Partners



Private Partnership

**McDonald's SPES initiative:
Supported over 14,000
youth with disabilities**



ADVOCACY AND AWARENESS CAMPAIGNS



INCLUSIVE POLICIES ON LABOR MARKET INTEGRATION



Philippine Development Plan 2023-2028

- Social Protection Programs
- Accessibility and Inclusion
- Skills Development and Employment
- Inclusive Business

Philippine Labor and Employment Plan 2023-2028

- Accessibility in the Workplace
- Skills Development and Training
- Job Placement and Employment Facilitation
- Labor Market Information

STORIES FROM PROGRAM BENEFICIARIES

 **DISABILITY IS NOT INABILITY**



PESO Tagum City, 2019

The deaf beneficiaries of JobStart were able to look beyond their disability and focus more on their strengths, skills, and competencies. They set aside their insecurities and hesitations and strived hard to learn and perform well as members of McDonalds' service crew.



“ At first, I felt sensitive so I challenged myself during my training. I can say that I can do it! I learned a lot and developed encoding and communication skills which will help me grow as a person and as a professional in the future. I thank all the local and foreign government agencies for the opportunities to be a productive member of our society. To those people who can't talk like me, never give up, overcome your weakness. ”

JONEL CACERES, 24
Brgy. San Roque, Legazpi City
Differently-abled Graduate & Extra mile Awardee
JobStart Program


Certificate of Completion
Jonel B. Caceres
Successful compliance with the requirements of the
JobStart - Skills Training
held on June 18-29, 2018 at the Long Conference Room, City Hall Compound, Legazpi City, Albay
Given this 29th day of June 2018 at the City Hall Compound, Legazpi City, Albay
DOLE ROV
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ro5dole@yahoo.com

WAYS FORWARD ON HELPING PERSONS WITH DISABILITIES ENTER AND NAVIGATE THE LABOR MARKET



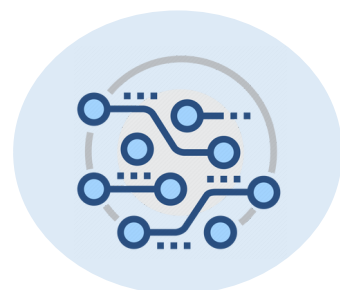
Boosting **employability and skills development** aligned with labor market demands



Leveraging **labor market information systems and public employment services** for persons with disabilities



Advancing both **wage employment and self-employment** as options towards productive, remunerative, and sustainable work opportunity



Increasing **digital accessibility** and **remote work opportunities**



Ensuring **inclusive reach for beneficiaries especially youth in vulnerable situations** and **strong engagement/participation of partners**



Prioritizing **disability inclusion, and empowerment and social protection**



Expanding partnerships for **workplace inclusion**



Strengthening **monitoring** and **evaluation** systems



‘Inclusive employment is not just a right— it’s a key to national development.’

MARAMING SALAMAT PO!

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