

Inclusion of Persons with Disabilities (Pwds) into the Mainstream Labor Force in the Province of Camarines Norte

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ABSTRACT

A study in Camarines Norte focused on integrating persons with disabilities (PWDs) into the labor force. It aimed to understand their demographics, required skills, and inclusion challenges. This study used descriptive methods in interviews and questionnaires and quota sampling in selecting the respondents totaling 375 respondents, the study found that most PWDs were male, single, with orthopedic disabilities, and high school graduates. They were predominantly non-permanent and self-employed. Recommendations include dedicated job fairs, start-up funds, and reserved employment quotas in both public and private sectors. The results concludes that the Provincial Government and relevant agencies are urged to enhance job opportunities, provide skills training, and enforce existing employment quotas for PWDs. Overall, PWDs are seen as committed assets to companies.

INTRODUCTION

Persons with disabilities (PWDs) are among the vulnerable groups in the country that need utmost attention from the government. This is perhaps the reason why the institutional and legal environment has been made favorable to this particular group, especially in the area of employment.

According to separate reports released by the Department of Labor and Employment (2009) holds true to the Philippines and Camarines Norte. Only about 1 out of 10 employable PWDs in the country are engaged in regularly paid work. A sizeable 50 percent work in the informal sector, and the rest are homemakers or are dependent on other family members, government aid, and even begging for economic survival. The incidence of poverty in the Philippines is estimated to be around 30% of the population (National Coordinating Statistical Board, 2008) and persons with disability have been recognized to be among the most marginalized sectors in the country.

The most important legislation in the country pertaining to persons with disabilities is the Magna Carta for the Persons with Disability or Republic Act 7277, an act providing for the rehabilitation, self-development and self-reliance of disabled person and their integration into the mainstream of society and for the purpose.

R. A. 7277, section 5. Equal Opportunity for Employment, no disabled persons shall be denied access to opportunities for suitable employment. A qualified disabled employee shall be subject to the same terms and conditions of employment and the same compensation, privileges and benefits. Five percent (5%) of all casual, emergency and contractual positions in the Department of Social Welfare and Development; Health; Education, Culture and Sports; and other government offices or corporations engaged in social development shall be reserve for disabled persons.

R.A. 7277, section 6. Sheltered Employment. If suitable employment for disabled persons cannot be found through open employment as provided in the immediately preceding section, the State shall endeavour to provide it by means of sheltered employment. In the placement of disabled persons in sheltered employment, it shall accord due regard to the individual qualities, vocational goals and inclinations to ensure a good working atmosphere and efficient production.

Another landmark policy in equal employment is the Executive Order 417 (EO 417) or the Economic Independence Program for PWDs which aims to bridge the economic gap that divides persons with disabilities from able-bodied persons. First issued by then President Gloria Arroyo in 2005, EO 417 offers equal opportunities to PWDs in being economically competent like able-bodied persons. It also mandates all national government agencies and state-run corporations to allot at least 1% of their annual budget for programs that will benefit PWDs.

Republic Act 10524, 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.

Section 7, Implementation of One Percent (1%). At least one percent (1%) of all regular and non-regular positions in all public and private agencies shall reserve for persons with disability.

LITERATURE REVIEW

This part presents the relevant topics that can help for better understanding of research. The researcher presents the resume of the literature and study that taken from books, published and unpublished theses, educational journals and internet which have some momentous bearing on the current study.

Republic Act 7277, section 5. Equal Opportunity for Employment, no disabled persons shall be denied access to opportunities for suitable employment. A qualified disabled employee shall be subject to the same terms and conditions of employment and the same compensation, privileges and benefits. Five percent (5%) of all casual, emergency and contractual positions in the Department of Social Welfare and Development; Health; Education, Culture and Sports; and other government offices or corporations engaged in social development shall be reserve for disabled persons.

Article 27 of the UN Convention on the Rights of Persons with Disabilities (CRPD) (2007)³ provides a rights-based approach on work and employment which mandates the State Parties to recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labor market and work environment that is open, inclusive and accessible to persons with disabilities (PWDs).

The Comprehensive Law on Anti-Discrimination to PWDs such as: 1. Republic Act No. 7277, as amended by RA 9442, An Act Providing for the Rehabilitation, Self-Development and Self-Reliance of Disabled Persons and Their Integration into the Mainstream of Society and for other Purposes (the "Magna Carta for Disabled Persons") 2. Batas Pambansa Bilang 344, the Accessibility Law. 3. Executive Order No. 261 which Creates an Inter-Agency Committee on Employment Promotion, Protection and Rehabilitation of PWDs.

Park et.al., (2007) also scouted for significant correlates of labor force participation among mobility-impaired in South Korea. In this study, found out that the gender is one of the most significant factors influencing employment. It also noted that having less severe disability tends to increase the probability of being employed.

The study of Ederlyn Marie Gatchalian Cortes(2013), entitled "Filipino employers' attitudes toward persons with disabilities" The study sought to found factors influencing employment opportunities for PWDs. Results show that employers' perception of what PWDs can (or cannot) do for the company greatly determines hiring decisions. Statistical analysis showed that the factor "Added Business Value" proved to be the best predictor for hiring PWDs. The primary and often only consideration of Philippine employers is positive company image that decisions to hire PWDs will bring to the company.

The study of Tabuga, A. D. (2013). Policy awareness and participation by persons with disability in the Philippines, found out that a multitude of factor acting as barriers to or facilitators of participation such as those relating to the built and natural environment, emotional and psychological barriers, perceptions and attitudes of non-PWDs including professionals and also policies and procedures both at the facility and community level.

The study of Ireland's National Disability Authority (2004), shows that what restrict social participation of people with disability is more about accessibility problems rather than health issues. Hence, their social lives are concentrated more in their own homes rather than outside. The conditions that are tested to understand the degree of physical and mental health explain a large part of the activities.

Conceptual Framework

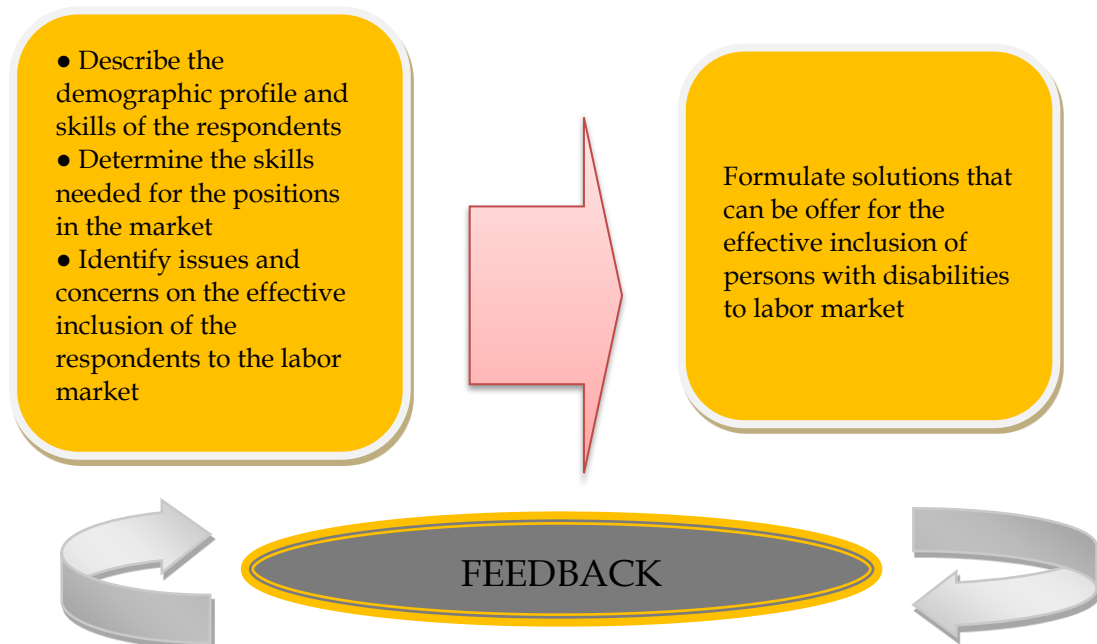


Figure 1. Conceptual Framework

Using this framework, we can easily determine the accurate data in terms of demographic profile of persons with disability, the right process to assess them and how our government can help to make persons with disabilities be productive in their everyday lives.

METHODOLOGY

The descriptive method was used particularly in the interviews and questionnaires. Descriptive method describes the demographic profile and skills of the respondents; determine the skills needed for the positions in the market; and identify issues and concerns on the effective inclusion of the respondents to the labor market. The researchers conducted key informant interviews, qualitative survey, and round table discussion to Persons with

Disabilities from the different Camarines Norte. This study used quota sampling in selecting the respondents. (Slovin's Formula) 375 respondents are the 5% of 6,172 population of persons with disabilities (PWDs) in the Province of Camarines Norte. This research employs a descriptive method to analyze the employment status of persons with disabilities (PWDs) in Camarines Norte. It uses two questionnaires – one for PWDs and another for industries – to gather accurate data on their employment nature and characteristics. Researchers distributed these questionnaires across various municipalities in Camarines Norte. Through data analysis, the study aims to determine the extent of inclusion of PWDs in the mainstream labor force in the province.

RESEARCH RESULT

The study adopted a descriptive survey method, enabling researchers to select respondents through purposive sampling. Data collection involved coding responses to identify topics, which were then classified by percentage. Percentages were used to determine the representation of respondents in relation to the total population. Questionnaires for persons with disabilities focused on demographic profiles and labor force skills, while those for industries assessed required skills. Interpretation included attaching significance to data and offering explanations based on study findings. In-depth information from interviews and documents helped address any inconsistencies encountered during the study.

Table 1. Age Profile of Persons with Disabilities (PWDs) in Selected Municipalities of Camarines Norte

Age	Frequency	Percentage ^{0%}
18 to 23	86	22.94
24 to 28	75	20
29 to 33	69	18.4
34 to 38	33	8.8
39 to 43	45	12

Table 2. Sex Profile of Persons with Disabilities (PWDs) in Selected Municipalities of Camarines Norte

Sex	Frequency	Percentage ^{0%}
Female	172	45.9
Male	203	54.1
Total	375	100

Table 3. Civil Status Profile of Persons with Disabilities (PWDs) in Selected Municipalities of Camarines Norte

Civil Status	Frequency	Percentage ^{0%}
Single	191	50.9
Married	117	31.2

Solo parent	60	16
Widow/Widower	7	1.9
Total	375	100

Table 4. Educational Profile of Persons with Disabilities (PWDs) in Selected Municipalities of Camarines Norte

Educational Attainment	Frequency	Percentage%
Elementary Under Graduate	24	6.4
Elementary Graduate	41	10.9
High School Under Graduate	39	10.4
High School Graduate	113	30.2
Vocational	90	24
College Under Graduate	51	13.6
College Graduate	17	4.5
Total	375	100

Table 5. Disability Profile of Persons with Disabilities (PWDs) in Selected Municipalities of Camarines Norte

Type of Disability	Frequency	Percentage%
Visual impairment	57	15.2
Hearing impairment	44	11.73
Chronic illness	26	6.94
Orthopaedic (Musculoskeletal Disability)	152	40.53
Speech impairment	96	25.6
Total	375	100

Table 6. Employment Status of Persons with Disabilities (PWDs) in Selected Municipalities of Camarines Norte

Employment Status	Frequency	Percentage%
Regular/Permanent	84	22.4
Non-permanent	291	77.6
Total	375	100

Table 7. Nature of Employment of Persons with Disabilities (PWDs) in Selected Municipalities of Camarines Norte

Nature of Employment	Frequency	Percentage%
Government	16	4.3
Private	79	21
Self-Employed	235	62.7
Job Order	45	12
Total	375	100

Table 8. Type/Classification of Skill of Persons with Disabilities (PWDs) In Selected Municipalities of Camarines Norte

Type/Classification of Skill	Frequency	Percentage%
Appliances Technician	5	1.32
Cellphone Technician	5	1.32
Cosmetologist	149	139.7
Sewer	28	7.5
Electronics Technician	1	0.25
Computer Technician	6	1.6
Driver	97	25.9
Tailor	8	2.1
Machine Operator	9	2.4
Chef	7	1.9
Welder	6	1.6
Others; Vendor	6	1.6
Computer Literate	6	1.6
House Keeper	21	5.61
Networking	1	0.25
Labor	10	2.7
Clerk	6	1.6
Book Keeper	3	0.8
Painter	1	0.25
Total	375	100

Table 9. Recommendations on how Provincial Government of Camarines Norte can assist Persons with Disabilities (PWDs) in their employability

Recommendations	Frequency
Conduct job fairs intended for Persons with Disabilities (PWDs).	224
Hire qualified Persons with Disabilities (PWDs) to available vacant position.	184
Conduct skills inventory profiling of Persons with Disabilities (PWDs)	94
Provide referrals to possible employers through PESO	68

Table 10. Recommendations on how Government agencies and business sectors in general can assist Persons with Disabilities (PWDs) in their employability

Recommendations	Frequency
Provide start-up funds for Persons with Disabilities (PWDs) entrepreneur	242
Conduct skills training to	218

enhance employability of Persons with Disabilities (PWDs).	
Implement 5% reserved employment for Persons with Disabilities (PWDs) in Government agencies and 1% in private companies as per E.O of R.A 7277	209
Provide scholarship grants to deserving Persons with Disabilities (PWDs)	181
Advocate equal employment opportunities for Persons with Disabilities (PWDs)	157

Profile of Industry

Table 11. Selected Industry Classification

Industry	Frequency	Percentage %
Agriculture	3	25
Manufacturing	2	17
Services	7	58
Total	12	100
	Frequency	Percentage %
Agriculture	3	25
Manufacturing	2	17
Services	7	58
Total	12	100

I. Recruitment

Table 12. Selected Industry have hired Persons with Disability (PWD)

Industry	Yes	Frequency	Percentage %
Agriculture	3	3	25
Manufacturing	2	2	17
Services	7	7	58
Total	12	12	100

**Table 13. Reasons of hiring Persons with Disability (PWD)
 In Selected Industry**

Industry	Reasons
Agricultural Industry (Farming, Mining)	They want to help persons with disability (PWD) and their families. They valued persons with disability (PWD) in terms of labor and expertise in farming.
Manufacturing Industry (Construction) (Construction)	To give equal rights to both able and differently-able persons. They believe in the field of expertise of persons with disability (PWD).
Service Industry (Government, Education, Mass Media, Professional Services)	They believe to the technical expertise of persons with disability (PWD). They hired personnel based on qualification and teaching skills. They hired persons with disability (PWD) because they equally competent with the persons who are not disabled. They hired persons with disability (PWD) because of their skills and loyalty. They want to provide mean livelihood for persons with disability (PWD). They want to help persons with disability (PWD) to boost their confidence in terms of qualification. They are asset of company/organization because they are capable.

**Table 14. Selected Industry hired Persons with Disability (PWD)
 Based on Educational Qualification**

Industry	Yes	Frequency	%	No	Frequency	%
Agriculture	-	-	-	3	3	100
Manufacturing	2	2	22	-	-	-
Services	7	7	78	-	-	-
Total	9	9	100	3	3	100

**Table 15. Selected Industry hired Persons with Disabilities (PWDs)
 Based on Accommodation**

Industry	Yes	Frequency	%	No	Frequency	%
Agriculture	2	2	50	1	1	12.5
Manufacturing	1	1	25	1	1	12.5
Services	1	1	25	6	6	75
Total	4	4	50	8	8	100

**Table 16. Selected Industry hired Persons with Disabilities (PWDs)
Based on Experience**

Industry	Yes	Frequency	%	No	Frequency	%
Agriculture	3	3	27	-	-	-
Manufacturing	2	2	18	-	-	-
Services	6	6	55	1	1	100
Total	11	11	100	1	1	100

II. Character and Traits

**Table 17. Experience of Selected Industry in terms of Performance
Of Persons with Disability (PWD)**

Industry	Agree	Frequency	Percentage %
Agriculture	3	3	25
Manufacturing	2	2	17
Services	7	7	58
Total	10	10	100

**Table 18. Experience of Industry in terms of Loyalty
Of Persons with Disability (PWD)**

Industry	Agree	Frequency	Percentage %
Agriculture	3	3	25
Manufacturing	2	2	17
Services	7	7	58
Total	10	10	100

III. Benefits

**Table 19. Benefits or advantages on hiring Persons with Disability (PWD)
in Selected Industry**

Industry	Benefits/Advantages
Agriculture	They are on time. Easy to work with as an employee. Easy to accommodate, hardworking and loyal. They are more capable than the others.
Manufacturing	We will learn the behavior and difference of persons which is able and disabled. Opportunity to help differently-able persons
Services	They are creative and have perseverance. They inspire our students to achieve more despite their limitations and life challenges. Dedicated to their job. Their determinations. Their love to their work. The loyalty and eagerness to work.

Table 20. Opinion of Selected Industry

Industry	Agree	Frequency	Percentage %
Agriculture	3	3	25
Manufacturing	2	2	17
Services	7	7	58
Total	10	10	100

Table 21. Industries Qualifications/Skills/Traits to hire Persons with Disability (PWD)

Qualifications/Skills/Traits	Frequency	Percentage%
Hardworking	7	23.33
Trust Worthy	1	3.33
Honest	4	13.34
Loyal	4	13.34
With Good Moral Character	5	16.67
At least College Graduate	1	3.33
Computer Literate	2	6.67
Punctual	1	3.33
Courteous	1	3.33
Dedicated	2	6.67
Competent	1	3.33
Positive Thinker	1	3.33
Total	30	100

DISCUSSION

From the data gathered with the corresponding analysis and interpretation thereto, the following findings have surfaced.

1. Demographic Profile of the Persons with the Disability (PWDs) in the Province of Camarines Norte in terms of:

1.1 The age of the respondent, the majority belongs to the age bracket of 18 to 23. Findings shows persons with disability at the age of 22 is actively searching jobs and because they are aware now of the mandated E.O which government agencies and private sectors shall reserve employment for them. As age of the disabled increases, he/she is more likely to participate in the labor market.

1.2 On sex of the respondents, indicated that the total of 375 respondents, 172 or 45.9% are females and 203 or 54.1% are males. It implies that the majority of the respondents are male.

1.3 The civil status of the respondents, data revealed that the highest frequency belongs to single with 191 or 50.9% and the lowest belong to widow/widower with 7 or 1.9%.

1.4 The educational attainment of the respondents, the highest frequency belongs to high school level with 113 or 30.2% followed by college under graduate with 51 or 13.6% and none of the respondents attain to post graduate.

1.5 The disability profile of the respondents, the type of disability which is orthopedic disability has the highest frequency with 152 or 40.53% followed

by speech impairment with 96 or 25.6% and the lowest belongs to chronic illness.

1.6 On the employment status, out of the 375 respondents, Regular/Permanent employee has a frequency of 84 or 22.4%, non-permanent has a frequency of 291 or 77.6%. Table shows that the majority of the respondents belongs non-permanent.

1.7 The nature of employment, the findings indicate that the majority of the respondents are self-employed with a frequency of 235 or 62.7% and the lowest is government employee with a frequency of 16 or 4.3%.

2. The type/classification of skill of respondents. It reveals that the highest number of respondents belong to cosmetologist with a frequency of 149 or 39.7%, followed by driver with a frequency of 97 or 25.9%. The lowest frequency belongs to electronic technician and others which are networking and painter with have 1 or 0.25%.

3. Recommendations on how Provincial Government of Camarines Norte can assist Persons with Disabilities (PWDs) in their employability, the majority of the respondents which are 224 recommended that the Provincial Government of Camarines Norte must conduct job fairs intended for Persons with Disabilities (PWDs).

3.1 Recommendations on how Government agencies and business sectors in general can assist Persons with Disabilities (PWDs) in their employability, the majority of the respondents which are 242 recommended that government agencies and business sectors in general should provide start-up funds for Persons with Disabilities (PWDs) entrepreneur.

4. Profile of Industry. The data represents the Selected Industry which consists of Agricultural, Manufacturing and Service. Agricultural Industry includes Forestry, Farming, Fishing, and Mining. Agricultural industry has the frequency of 3 or 25%. Manufacturing Industry includes Factory, Fabrication and Construction. Manufacturing has the frequency of 2 or 17%. Service Industry includes Entertainment, Tourism, Franchising, Government, Education, Financial Services, Telecommunication, Information Technology, Professional Services, Mass Media, Retail Sales, and Real Estate. Service industry has the frequency of 7 or 58%.

4.1 Recruitment. The selected industry which hired persons with disability (PWD). Agricultural industry has a frequency of 3 or 25%. Manufacturing industry has a frequency of 2 or 17%. Service industry has a frequency of 7 or 58%.

4.2 Reasons of selected industry of hiring Persons with Disabilities (PWDs). In agricultural industry, it indicates that they want to help and valued persons with disability (PWD) in terms of labor and their expertise. In manufacturing industry, it implies that they want to give equal-opportunity employment and they believe in the field of expertise of persons with disability (PWD). In service industry, it reveals that they believe Persons with Disabilities (PWDs) deserve to be part of the work place.

4.3 Selected industry hired Persons with Disability (PWD) based on Educational Qualification. In agricultural industry, its reveal that none of the

respondents hired persons with disability (PWD) based on educational qualification with a frequency of 3 or 100%. In manufacturing industry, its reveal that industry hired persons with disability (PWD) based on educational qualification with a frequency of 2 or 22%. In service industry, it reveals that they hired persons with disability (PWD) based on educational qualification with a frequency of 7 or 78%.

4.4 Selected industry hired Persons with Disability (PWD) based on accommodation. In agricultural industry, its reveal that 2 or 50% of the respondents hired persons with disability (PWD) based on accommodation and 1 or 12.5% of the respondents is not hiring persons with disability (PWD) based on accommodation. In manufacturing industry, its reveal that 1 or 25% of the respondents hired persons with disability (PWD) based on accommodation and 1 or 12.5% of the respondents is not hiring persons with disability based on accommodation. In service industry, its reveal that 1 or 25% of the respondents hired persons with disability (PWD) based on accommodation and 6 or 75% of the respondents is not hiring persons with disability based on accommodation.

4.5 Selected industry hired Persons with Disability (PWD) based on experience. In agricultural industry, its reveal that they hired persons with disability (PWD) based on experience which has a frequency of 3 or 27%. In manufacturing industry, its reveal that they hired persons with disability (PWD) based on experience which has a frequency of 2 or 18%. In manufacturing industry, its reveal that the 6 or 55% hired persons with disability (PWD) based on experience and 1 or 100% is not hiring persons with disability based on experience.

5. Character Traits. Based on experience, Persons with Disability are committed and performed above expectations of their functions and based on experience, Persons with Disability are loyal to the company/organization they belonged with.

5.1 Selected industry experience that Persons with Disability (PWD) are committed and performed their functions. In agricultural industry, it reveals that based on their experience, they are agree that persons with disability (PWD) are committed and performed their functions which has a frequency of 3 or 25%. In manufacturing industry, it reveals that based on their experience, they are agree that persons with disability (PWD) are committed and performed their functions which has a frequency of 2 or 17%. In service industry, its reveal that based on their experience, the respondents agree that persons with disability (PWD) are committed and performed their functions which has a frequency of 7 or 58%.

5.2 Selected industry experience that Persons with Disability (PWD) are loyal to the company/organization they belonged. In agricultural industry, it reveals that based on their experience, they are agree that persons with disability (PWD) are loyal which has a frequency of 3 or 25%. In manufacturing industry, it reveals that based on their experience, they are agree that persons with disability (PWD) are loyal which has a frequency of 2 or 17%. In service industry, its reveal that based on their experience, the respondents agree that persons with disability (PWD) are loyal which has a frequency of 7 or 58%.

6. Benefits or advantages on hiring Persons with Disability (PWD) and opinion of selected industries in terms of hiring Persons with Disability can adds value/prestige to their respective company/organization.

6.1 Benefits of Selected Industry on hiring persons with disability. This implies that the selected industry believes that persons with disability (PWD) is capable, knowledgeable and skilled. Giving them a chance to be part of the work place will make them productive and the selected industry will benefit from it.

6.2 Opinion of selected industry that hiring Persons with Disability (PWD) adds value/prestige to their company/organization. In agricultural industry, based on their opinion, it reveals that they are agreed that persons with disability (PWD) add value/prestige to their company/organization which has a frequency of 3 or 25%. In manufacturing industry, based on their opinion, they are agreed that persons with disability (PWD) add value/prestige to their company/organization which has a frequency of 2 or 17%. In service industry, based on their opinion, they are agreed that persons with disability (PWD) add value/prestige to their company/organization which has a frequency of 7 or 58%.

7. Qualifications/skills/traits to consider hiring of persons with disability (PWD) in Selected Industry. The data gathered shows the qualifications consist of Hardworking with a frequency of 7 or 23.33%, Being trust worthy with a frequency of 1 or 3.33%, Honesty with a frequency of 4 or 13.34%, Loyalty with a frequency of 4 or 13.34%, With Good Moral Character with a frequency of 5 or 16.67%, at least College Graduate with a frequency of 1 or 3.33%, Computer Literate with a frequency of 2 or 6.67%, Being punctual with a frequency of 1 or 3.33%, Being courteous with a frequency of 1 or 3.33%, Being dedicated with a frequency of 2 or 6.67%, Being competent with a frequency of 1 or 3.33%, and Being positive thinker with a frequency of 1 or 3.33%.

CONCLUSIONS AND RECOMMENDATIONS

Based from the findings, the following conclusions are drawn.

1. Majority of the persons with disabilities (PWDs) belong to the age of 22, most of the respondents are male, single and high school graduate. Majority of the respondents have orthopedic disability. There was more non-permanent and self-employed.
2. In the type/classification of skill of respondents, majority of respondents belong to cosmetologist.
3. Among others recommendations the most chosen is the Provincial Government of Camarines Norte shall conduct job fairs intended for Persons with Disabilities (PWDs) and in General Sectors opted provide start-up funds for Persons with Disabilities (PWDs) entrepreneur.
4. Majority of the selected industry hired Persons with Disabilities (PWDs), in terms of recruitment, they are hired Persons with Disabilities (PWDs) based on educational qualification, experience and the selected industry not hiring Persons with Disabilities (PWDs) based on accommodation.

5. In terms of character traits, the selected industry agreed that Persons with Disabilities (PWDs) are committed and performed their functions and they are loyal.
6. In hiring benefits, selected industry believed that the knowledge of Persons with Disability can be an asset of their company/organizations.
7. In terms of Qualifications/skills/traits to consider hiring of persons with disability (PWD), majority of the Selected Industry hired that Persons with Disabilities (PWDs) for being Hardworking

ADVANCED RESEARCH

Based from the findings and conclusion drawn, the following recommendations are hereby suggested.

1. The Provincial Government of Camarines Norte through Persons with Disability Affairs Office should conduct seminar for skills training intended for persons with disabilities (PWDs).
2. The Provincial Government of Camarines Norte should have adequate job opportunity that should be given to persons with disabilities (PWDs) as well as livelihood program to be able to sustain their needs.
3. The Provincial Government of Camarines Norte and Persons with Disability Affairs Office should implement appropriate skills training and employment program such as employment inventory and skills matching.
4. The government agencies and business sectors should conduct job fairs or livelihood activity that will generate income for persons with disabilities (PWDs).
5. All public and private agencies should implement the One Percent (1%). At least one percent (1%) of all regular and non-regular positions reserve for persons with disability as per Section 7 of R.A 10524.
6. Department of Labor and Employment and agencies should create meaningful disability employment program in additions to TULAY, Tulong, AlalaysaTaong may Kapansanan and DOLE Kabuhayan Starter Kit (DKSK).
7. Relevant researches should be conducted similar to this study to verify the findings presented;
8. and most significantly, this study hopes to inspire future researches and active advocacy towards the equal employment for persons with disabilities.

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