

Extent of Compliance of Selected Restaurants in Promoting the Rights and Privileges of Differently-abled Persons in Metro Manila

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Abstract: Given the appropriate setting and aid, disabled persons can perform various jobs satisfactorily. However, their right to have a decent work is often overlooked and ignored. This study aims to determine how the respondents assess the Magna Carta for Disabled Persons; develop an advocacy and resource material to promote the rights and privileges of Disabled Persons in terms of employment and bridge the gap between them and possible employers. Using qualitative research method specifically narrative analysis and expert sampling as sampling technique, researchers conducted a personal interview to collate data from five (5) experts of four (4) different food establishments. An interview guide questionnaire derived from the Magna Carta for Disabled person and approved by thesis adviser was used for this study. The data gathered from the interview were recorded, transcribed, coded and analyzed by the researchers and validated by the research adviser. Based on the findings, majority of the hired PWD employees of chosen establishments were hired through personal recommendations alone and do not undergo intricate examinations. Sheltered employment and continuous apprenticeship are willingly offered to Disabled Persons if an open employment is not guaranteed in the establishment and even after failing the initial apprenticeship period. The discrimination on the employment of PWD is very minimal to almost nonexistent. Unfortunately, despite the inclusion and considerations, the government still lacks on effort in implementing the Magna Carta for Disabled Persons specifically in providing incentives to firms which provide employment opportunities to PWDs.

Keywords: PWD Employability, Inclusive Employment, PWD in Tourism Industry, Disabled Persons.

I. INTRODUCTION

The rights that every individual is qualified for essentially because he is a person is called human rights. The idea of human rights is about knowing that each person has his own importance and is entitled to have fundamental opportunities. At the point when these opportunities are perceived, every individual can appreciate their life with regards to their well-being, security and their capacity to create life choices. (Funk & Wagnalls, 2017)

The state has the obligation in not just promoting but also implementing the rights and the privileges of every individual. Rights that are subjected to a human person upon his or her birth is what we call Human Rights. It allows a person to live his or her life with dignity and in state of peace, away from those mistreatments that can be inflicted by abusive associations or individuals (Gavilan, 2017). Statistically speaking, fifteen percent of the world's population comprises the persons with disability, eighty percent of which are in the working age. Based on the 2010 Census of Population and Housing in the Philippines, out of 92.1 million of the household population, 1.57 percent (1.4 million) have disability. PWDs belong to the group of vulnerable people who need uttermost help from the government. (Tacado & De Luna-Narido, 2016). There are only few establishments who offer job opportunities and accept PWD's as employees. A lot of PWDs aspire to work but fails due to employment barriers which leads to minimal percentage of employability. PWDs who are successfully employed serves as an inspiration to those who are non-employed PWDs seeking for jobs. (Ramchandra et al., 2017)

However, Gewurtz, Langan & Shand (2016) show that in Canada, there are still difficulties for persons with disabilities specifically in terms of securing a job. Literatures regarding job opportunities and hiring practices improvements for differently abled person remains inadequate. Employer bias and not the applicant's efficiency to work is one of the reasons why the employment rate of persons working with disability in America is considered to be low. (Ameri et al., 2018)

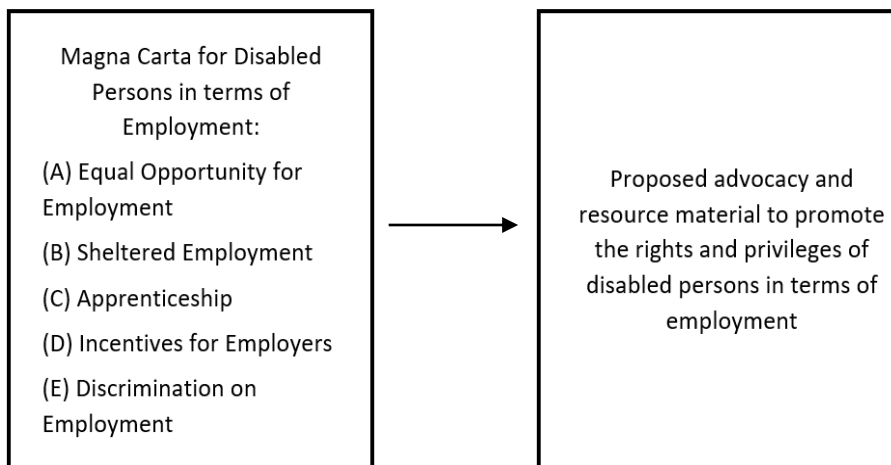
As stated by studies, people who are in the working age are the ones who experience unemployment the most. This leads them to lack financial capability, sustainable living and the lack of social protection. Given the appropriate setting and aid, persons with disabilities can perform various jobs satisfactorily. Nevertheless, their right to have decent work is often overlooked and ignored. (Tacado & De Luna-Narido, 2016). Being differently abled should not be an excuse to be denied from the same opportunities a normal person should have. The study will help to improve the low employability rate of those disabled persons who are working and engaging themselves in the workforce.

The researchers chose this topic because of the rising curiosity and interest on those disabled persons who are working under the workforce of the tourism industry. The study focused on the selected Food and Beverages establishments in Metro Manila namely: The Puzzles Gourmet and Café in Quezon City – an advocacy café dedicated to the youth with autism and down syndrome who work on guided shifts throughout the week; Taters Snack League in Makati – an American-themed snack outlet catered to movie goers since August 1994; Pancake House – a restaurant that specializes in breakfast items such as pancakes, waffles, and omelets located in SM Megamall, Mandaluyong City; and Dunamai Café – a social enterprise established by Grain Foundation for PWD incorporated located in Quezon, City Metro Manila. The aforementioned establishments are those that hire people with disability.

The main purpose of this study is to determine the role of selected food and beverages establishments in promoting the rights and privileges of Disabled Persons. The research aimed to develop an advocacy and resource material to promote the rights and privileges of PWDs and bridge the gap between Persons with disability and possible employers using in accordance with Magna Carta for Disabled Persons.

The study utilized the Republic Act of 7277 also known as Magna Carta for Disabled Persons. This law contains provisions for recovery, self-improvement and self-sufficiency of a person with disability and their integration. By using this as the concept, the researchers were able assess the extent of compliance of the selected establishments in terms of employment of differently-abled persons.

The concept is suited for this study because this contains the rights and privileges of the disabled persons established and approved by the Philippine Constitution which the establishments must comply with. According to the policy – the grant of the rights and privileges for disabled persons in terms of employment include but not limited to: (A) Equal Opportunity for Employment (B) Sheltered Employment (C) Apprenticeship (D) Incentives for Employers and (E) Discrimination on Employment.



The researchers came up with a framework based on the Republic Act 7277 which aimed to determine whether the rights and privileges of disabled persons working under the selected food and beverages establishments are being followed or not and elaborate the reasons behind their answers. Specifically, it sought to answer the following questions:

1. How do the respondents assess the rights and privileges of disabled persons using the Magna Carta for Disabled Persons in terms of Employment:
 - a. Equal Opportunity for Employment
 - b. Sheltered Employment
 - c. Apprenticeship
 - d. Incentives for Employers
 - e. Discrimination on Employment
2. Based on the findings, what advocacy and resource materials can be developed.

The study is novel because it focused on those people with disabilities that is working under the tourism industry which is not commonly fixated on. Additionally, the research regarding this topic has not been conducted yet in De La Salle University – Dasmariñas. Undertaking this study is important for establishments which hire differently-abled persons to measure their compliance with the law that states the provisions for disabled persons which under their employment and gauge their own compliance to further better their role of inclusion. Hence, must be complied and adhered in accordance with the law. Also, to know whether the rights and privileges of the working disabled persons are being adhered within the selected establishments.

II. METHODOLOGY

A For this study, the researchers used the qualitative research to determine how the selected establishments grant the rights and privileges to the PWDs in accordance with the prescribed laws and statutes. The on-contact physical interview method was utilized to generate personal insights of both the PWDs and the selected establishments. Another factor for the use of the qualitative research is the absence of statistical data and studies as references of the study.

The qualitative research method was utilized for this study to ultimately understand the researched information and data gathered. Narrative analysis was chosen to be used for this study. Rather than conceptualizing stories into dialogues or separating them into themes, narrative analysis deals with collated information in a bigger-picture or as a whole. This approach recognizes the importance of each stories that people express and how it deserves to be closely examined and studied for they show how people manifest and correlate social identities and acknowledge significant events in their lives. (Wong & Breheny, 2018)

The researchers used the non-probability sampling, specifically the expert sampling, as the sampling technique. The researchers are the ones who classified the respondents as experts. The respondents are administrators who are aware (knowledgeable but not lawmakers who really know everything about R.A) of the rights and privileges under Republic Act 7277 also known as the Magna Carta for Disabled Persons. Five (5) experts from different food establishments namely The Puzzles Gourmet and Café, Taters Snack League, Dunamai Café and Pancake House compose of the research's respondents.

The respondents are identified experts by the researchers which are the following:

1. General Manager
2. Operations Manager
3. Secretary

Interview questionnaire was utilized as data gathering tool for this study. The purpose of this tool is to gather information and assess the data from the conceptual framework through one-on-one structured conversation. The interview guide questions are derived from the Magna Carta for the Disabled Persons and were validated by the thesis adviser.

The researchers personally distributed the letters of permission and consent forms to the chosen establishments before they conduct the study. After the acknowledgement and approval, the researchers then set a scheduled an interview with the respondents and went to the establishment to conduct a personal interview. Each of the interview lasted up to 30 minutes. The gathered data were transcribed, coded and validated by the thesis adviser.

III. RESULTS AND DISCUSSION

The first that was examined was the respondents' assessment regarding Equal Opportunity for Employment mandated in Magna Carta for Disabled Persons in terms of Employment. For this, the respondents were asked if there had been any qualified differently-abled applicant who was denied to any employment opportunity and whether there are different terms and conditions, compensation, privileges, benefits, fringe benefits, incentives or allowances given to them. An open-ended question was used for this. Four out of five respondents answered that there have not been any cases of denied PWD applicant who is qualified for a job. The majority of them said that it is because they have not yet encountered any job applicant who has a disability. As one of the experts said:

“siya (PWD employee) yung first na applicant so bale through the school siya (na-hire). Wala pa naman applicant na nag apply samin na PWD”

[He was the first applicant, so he was hired through the school. There has not been any application from PWD applicant yet.]

Most of the hired PWD employees of the chosen establishments were hired through personal recommendations alone. There had been no cases of denied PWD applicants for the reason that there have not been any applicants, to begin with. Despite all the training centers and schools for PWDs here in the Philippines, the rate of PWDs applying for noble jobs specifically in the food and beverage establishments remains low and nominal. Even though there are PWDs who graduated from centers and are already practicing their acquired skills, most of these graduates could still not find a substantial job. (Nyombi & Kibandama, 2014). Moreover, in the United States, only about 20 percent of person with disability is able to get a full-time job as being compare with about 50 percent in the general population. Generally, PWDs remain to experience under-employment resulting in a poorer living, as compared to those people without disability. That is why learning and understanding career management strategies for those people with disabilities is very crucial. Reasons are because it does not only help in boosting the overall employee morale, but it sends an indirect message of certain organizational image to such stakeholders. (Kulkarni & Gopakumar, 2014)

As to terms and conditions, compensation, privileges, benefits, fringe benefits, incentives or allowances, a researcher-classified expert stated:

“So, we give them the liberty or kumbaga nag nag cocompromise kami in terms of what's the best schedule we can offer. Yung responsibilities na binibigay namin sa kanila – it's not as big dun sa regular employees. Dun lang nag didiffer talaga yung job description and the salary, the benefits, dun siya nagkakatalo kasi nga one is a regular, full-time employee and most of our PWDs hindi talaga full time”

[We give them the liberty or it's like we compromise in terms of what's the best schedule we can offer. The responsibility we give them – it's not as big as regular employees. That's where the job description, salary and benefits differ – mainly because one is a regular, full-time employee and most of our PWDs are not really full-time]

Most of the hired employees are considered part-timers. All of them are paid by the hour or 'no work = no pay' basis. They only come to work when they are available, or it is convenient for them as the establishments adjust to their schedules as well. None of them are being forced to come to work or are being penalized for their absence. Their job is not as heavy as non-disabled employees usually do. PWD employees are not given sensitive activities in the workplace such as handling money, taking customers' orders if intellectual impairment is present in an employee and the likes. As stated by the study of Gunderson et al., (2016) Opposing discrimination against persons with disability is in need of an increased importance given the fact of the rights that are adhered to them but is being neglected by the society itself. Paid employment is essential as it contributes to the current situation of PWDs experiencing poverty and can lessen the reliance on income support programs from government, and also promotes workplace networks and insights to those PWDs working showing their self-confidence to engage themselves in the workforce. Research finds that the performance of work a PWD employee does not get affected by the incapability itself but still is being given the salary about 10% lesser than those employee without disability but with the same-pay determining characteristics.

As of now, none of the PWD employees receives social benefits such as SSS, PAG-IBIG, PhilHealth, etc. Most employers set up their workers in self-employment because it is advantageous for them that it induces lesser obligations. While regular employees qualify for benefits such as for sickness, maternity, retirement, health death, salary loan,

employment protection rights and the like, part-time workers suffer for not receiving these kinds of social security benefits. In this manner, employers cannot disregard the fundamental rights of workers because of their disability or offer contracts exclusively for specific employees they prefer. (Nyombi & Kibandama, 2014).

The next sub-topic of Magna Carta for Disabled Persons that was examined is the Sheltered Employment. Here, the researchers asked what sheltered employment the establishments offer if an open employment in the establishment is not guaranteed. As the manager of an advocacy café dedicated for youth with autism and down syndrome, as mentioned by a classified expert:

“Yun yung inooffer namin, if di niyo kayang mag function in the same manner as our regular employees, we can offer this to you. Yung PWDs namin uhm we do call them sheltered employees in a sense na uhm number one, the business was opened for that purpose specifically so that we could provide that opportunity for them. Parang syempre maa-understand mo for big restaurants, big cafes or big establishments (na) hindi talaga nila kayang mag accommodate ng ganon. For us, that’s the reason why, why we put up puzzle café to begin with. Kasi gets namin eh. I know how difficult it can be. May- ang dami talagang external factors that could affect their attendance, their performance in the workplace na out of their control.”

[That’s what we really offer, if you cannot function the same way as our regular employees, we can offer this to you. Our PWDs uhm we do call them sheltered employees in a sense that uhm number one, the business was opened for that purpose specifically so that we could provide that opportunity for them. Like of course you would understand that for big restaurants, big cafes or big establishments, they really can’t accommodate such employees. For us, that’s the reason why, why we put up puzzle café to begin with. Because we get it. I know how difficult it can be. There’s really a lot of external factors that could affect their attendance, their performance in the workplace that is out of their control]

Sheltered employment plays a huge role in the lives of differently-abled employees. As indicated the study of Soeker et al (2018), through the opportunity of productivity, engagement, sense of responsibility and universality in the workplace, PWD workers felt that sheltered employment gave meaning to their lives. This employment that they participated in make them feel like they are part of another family as they enjoy their tasks and work environment they are in as well as the support they get from their co-workers. On the downside of this, PWDs are most often placed into sheltered employment and disability-focused enterprises instead of including them to mainstream businesses that vastly recruit from the local labor market (Hemphill & Kulik, 2016)

With regards to Apprenticeship, the researchers examined if differently-abled employees are being provided continuous apprenticeship if their job performance is not found satisfactory after the period of initial apprenticeship? The respondents were asked about the terms and conditions of continuous apprenticeship and their reason in case they do not offer this opportunity. One of the interviewees eloquently stated:

“...yun yung importance for us nung kumbaga parang trial period... in the event naman na ganun nga (job performance was found unsatisfactory after initial apprenticeship), we try to exhaust all options possible. Triny namin lahat, kinausap namin kayo, we sat you down, we let you know what we are seeing. Tapos kung walang nag bago, that’s when we probably have to discuss na you know siguro you have to work on it and then come back to us”

[for us, that’s the importance of trial period... in the event of let’s say the job performance was found unsatisfactory after initial apprenticeship, we try to exhaust all options possible. We tried everything, we discussed it with you, we sat you down, we let you know what we are seeing. Then if there’s no improvement, that’s when we probably have to discuss that you know, maybe you have to work on it and then come back to us.]

Most of the establishments offer a continuous apprenticeship to differently-abled employees. It includes one week to one month of training and three-month on-the-job training with consideration of the differently-abled person’s case. Even after failing the initial apprenticeship, the establishments are still open for reconsideration and willing to train the applicant after some time. The study of Gatchalian et al., (2014) stated that majority of the employers prefer persons with disability applicants who possess relevant work experience already.

The next that was the Incentive for Employers. For this, the researchers examined the incentives or proper recognition given by the government to the establishment in lieu with its help in promoting the welfare of differently-abled Persons. All respondents answered unanimously. As one of the experts responded:

"I know there are some in place, in writing; Ayoko namang mag salita ng masama but it- parang on paper lang siya maganda pakinggan at tignan but being the business itself, yung process to be able to achieve that tax incentive is – "wow". Parang "oh sige wag na lang". Even the people in government offices themselves confused din sila how to go about it... So, wala. Honestly speaking wala kaming tulong whatsoever na nakuha from the government; the subsidy that government gives them is the same as what they give senior citizen. Not that we're not grateful, I'm just saying that: sa inyo na lang yung free movies niyo, give us free therapy sana. Sa inyo na lang yung five percent sa grocery, give us more medicine sana, towards that. Yung sa inyo nalang yung free birthday cake or something like that, akin na yung- give me something else 'di ba? If government cannot even think about that h-how do you think government can come up with a program to give incentive for people who provide them opportunity?"

[I know there are some in place, in writing; I don't want to say something bad, but it's like it's only nice to be read and listen to on paper. But being the business itself, the process to be able to achieve that tax incentive is – "wow". It's like "Okay never mind". Even the people in government offices themselves, they are also confused on how to go about it. Honestly speaking, we don't receive aide or whatsoever from the government; the subsidy that government gives them is the same as what they give senior citizen. Not that we're not grateful, I'm just saying that; keep your free movies to yourselves, give us free therapy instead; keep your five percent grocery discount, give us more medicine instead, towards that; Just keep your free birthday cake or something like that, give me- give me something else, right? If government cannot even think about that h-how do you think government can come up with a program to give incentive for people who provide them opportunity?]

None of the establishments receive any compensation from the government, be it disability-focused enterprises or a general food and beverage firm which includes PWDs in the workforce. This is in the contrary to the study of Moore et al. (2017), the Australian government provides financial incentives to PWD inclusive businesses and organizations in the workplace. This is for them to continue implementing and sustaining disability inclusive employment practice. If these establishments who already includes differently-abled persons do not receive anything from the government, how will others especially large-scale businesses be motivated to do the same?

The next area examined was Discrimination on Employment, the first question asked was about cases of limited, segregated, or classified person with disability into a manner that adversely affect his/her work opportunities. An open-ended question was used for this. Most of the respondents do not limit, segregate nor classify a PWD which affect their job opportunity. According to one of the participants:

"We try as much as we can, to have are regular employees work together with our PWD employees kasi yun yuing gusto nating mangyari. We want to foster and promote space where different people can work together. it's going against what we're trying to promote, what we're trying to work hard for."

[We try as much as we can, to have are regular employees work together with our PWD employees because what we want to happen. We want to foster and promote space where different people can work together. it's going against what we're trying to promote, what we're trying to work hard for.]

No qualified person with disability shall be discriminated by private or public entity for the reason of disability (Magna Carta for Disabled Persons, 1992). Inclusive workforce entails positive impacts to both disabled and non-disabled employees. Guimaraes et al., (2018) stated that work climates that include wide range of diversity in employability creates several advantageous significances to employees. The outcome includes well-being and creativity of employees, stronger commitment to organization with higher quality of work, job satisfaction and enhanced career opportunities.

The second question asked is the standards, tests or qualifications used in selecting Differently-Abled Person for employment. The researchers requested the respondents to elaborate on these assessments. Most of the respondents uses standards, tests and qualifications in consideration of the differently-abled applicants. These are used to assess what the PWDs are capable of and most of the assessments cater to the disability of the applicant. In the event of not reaching these

qualifications and standards, PWDs (specifically those with developmental difference) are referred to Joy Disability School where they are trained independent living and basic life skills. As mentioned by a classified respondent:

“The burden is now falling on uhm small business like us na yun na nga, na hindi hindi streamline yung function, hindi streamlined yung operations. Kumbaga if you were to ask me to create an operating manual, feeling ko hindi talaga magagawa. Kasi every day is different from the next, even if you try to you know, have set of rules and regulations na this is how things have to be – hindi eh. Hindi talaga siya mafafollow up to the tip, for sure.”

[The burden is now falling on uhm small business like us which the function and operations are not streamlined. For instance, if you were to ask me to create and operating manual, I think I won't be able to make it. Because every day is different from the next, even if you try to you know, have set of rules and regulations that this is how things have to be – it's not like that. It will never be followed up to the tip, for sure.]

One of the respondents states that there should not be set of standards, tests and qualifications for differently-abled person for each one of them have their own capability and no one should set the bar. As stated by Khan et al. (2019), PWDs enhances the contribution of human capital within the business in a unique way. They have refined and specialized skill sets in memorization, mathematics, detail-attention and higher Intelligent quotient. Practical studies suggest that compared to non-disabled employees, PWDs exhibit higher levels of productivity, job retention, lower occupational accident rates, and motivation. Thus, differently-abled persons are acknowledged to be the source of unique skills, innovative ideas, creativity and talent.

Third question examined is whether the establishments use standards, criteria, or methods of administration that have effect of discrimination on the basis of disability of the applicant. Four out of five respondents answered No – they do not have fixed method or criteria which discriminately affects PWDs. They only have their own way of assessing them with the guidance of a check list that was approved by a Special Education teacher. Just like a non-disabled applicant, they are hired because of what they can do. Kbar et al. (2016) eloquently analyzed that a disabled employee faces more hindrances in achieving his/her duties and responsibilities. A study was made and has developed an apprehensive and universal application with an adaptable interface to support the different conditions of PWDs. Inter-disciplinary relations among the management, staff, researchers and students including PWDs are being empowered by the proposed system – University-Based Smart and Context Aware Solution for People with Disabilities (USCAS-PWD). The determination of the significant requirements for creating and enforcing a flexible and adaptable interface appropriate for PWD are discovered by recognizing the needs of PWDs.

The fourth question asked regarding Discrimination on Employment is whether there is less compensation given to employed Differently-Abled Person due to his/her disability compared to non-disabled person performing the same work. A follow up question regarding the difference of compensation was asked as well. All of the respondents stated that the compensation they give to differently-abled persons is not less and not different with non-disabled part-time employees. One of the classified experts said:

“No, no like what he (Joey, Branch Manager) said nga, same pa rin siya uhm minimum wage pero since part time siya and then (based on) number of hours lang siya so we still follow. So kunyari eight (8) hours siya, we really give him minimum wage. Kung half lang siya, half day, half ano na (of the rate). Well ano siya parang standard, yeah, we really stick to what is the law. No ano, no discrimination there

[No, no, like what he (Joey, Branch Manager) said, it is still the same uhm minimum wage but since he's (PWD employee) part-timer and his wage is based on number of hours, we still follow. So, for example he worked for eight (8) hours, we really give him minimum wage. But if he worked half-day, it will be half of the rate. Well, it is like the standard, we really stick to what is the law. No uhm no discrimination on that.]

Their salary is based on the number of hours they spend working. In Canada, increase in minimum wage on total employment is usually non-existent or at least miniscule. Along the line an addition to minimum wage is associated with a reduction on employment among teenagers who are at an hourly rate (Galarneau & Fecteau, 2014). On the other hand, as studied by Borowczyk-Martins & Lalé (2016), part-time work is found incompetent for it represents profit inconstancy to full-time workers. But compared to unemployment, it offers an another medium to regain full-time employment.

The fifth question is if there had been any events where a non-differently-abled employee was favored over a qualified differently-abled employee with respect to promotion, training opportunities, study and scholarship grants, solely on account of the latter's disability. One of the experts answered:

"Wala. Wala pa naman kasi so far, he's the only one pa lang. so wala pa namang ano events."

[None, none so far. He's just the only one so there's no such event yet]

Almost all of the respondents have the same cases, it is their first time to have a differently-abled employee. And most of them were hired through referral of schools, close persons, family or friend. There have not been any differently-abled person who tried applying directly. Brown & Topa (2016) stated that based on studies, referred persons with disability are most likely to be hired, experience better wage afterward and stay longer in the company. Meanwhile, the variance of referred and not referred wage allocation concur over time. Referrals appeared to be weighty even if PWDs have lower skills level. On the contrary, as mentioned by the research of Boehm, Breier & Baumgartner (2019), PWDs are the ones at risk of having worse organizational experiences than those coworkers without disabilities. Including with this of having a higher chance to get lower salaries, lower chances of securing a job, less formal and informal training, and lessened career opportunities. Also, resulting for lower chances of getting promotion even though if the performance level shown by the employee with disability is on par with those capable employees.

Sixth question asked is about transferring PWDs to another job or position due to his/her incapacity to perform the job. An open-ended question was used for this. An expert classified by the researchers said:

"Well, wala naman masyadong ranking yung establishment namin. More than anything else, it's having or being able to find the perfect job or task for each specific person"

[Well, our establishment does not have that much of ranking. More than anything else, it's having or being able to find the perfect job or task for each specific person]

Four out of five participants responded 'None' – there have not been any employee who was transferred to another job or position due to his or her disability. Most of differently-abled employees are placed in a position where they can do what they are assigned to do, then excel and grow from there. Through assessment they undergo before employment, the establishment gages where a differently-abled person should be appointed to. Baumberg (2015) in his study revealed that there are differences in people's ability to respond to impairment. Some are able to conform incapacity through the flexibility of workplace, transferring to other jobs or adjustment. Education plays a direct role, people with disability who lack education may find it hard to get work and harder to get suitable work. On the other hand, educated people with disability may be associated with capacity and capability to multi-task. Hence, job-transfer or position-transfer is remote and far-fetcher.

The seventh question was about PWDs being dismissed or terminated by the reason of his or her disability. An open-ended was used for this as well. A follow-up question regarding the reason/s of termination and/or dismissal was asked from the respondents. As a classified expert answered:

"Wala, if ever we had, they actually resigned or stopped working with us but (we) never had a case na nag-dismissed kami ng PWD, wala pa naman."

[None, if ever we had, they actually resigned or stopped working with us but (we) never had a case where we dismissed a PWD, there's nothing yet.]

Five out of five respondents answered 'None'. Most of differently-abled employees resign and stop working for them by their own accord. Had there been any cases of dismissal or termination, it was not solely because of their disability. On the contrary, they are just given disciplinary actions if necessary. In general speaking, employers are somewhat resistant in hiring persons with disability in case of performance go below par. Employers find it difficult to terminate the services of PWDs in fear of exposure to legal actions and employment discrimination that will be costly on their part and might generate poor public perception on the business. Be that as it may, legal actions and poor publicity are not mainly the reason for failure to hire PWDs. (Gatchalian et al., 2014)

The eighth question is whether the tests given to PWD applicants intent to measure skills or aptitude considering their disabilities. A follow-up question regarding the kinds of tests and its difference to the tests given to non-disabled applicants was asked. Majority of the respondents mentioned 'yes'. One of the experts said:

“Whatever skills test we do to our part timers, yun lang naman ang binibigay namin kay Leo (PWD employee). They are taught how to do properly bussing procedures. Those kind of trainings tinuturo yun whether you’re a part-time working student or PWD like Leo so the same lang din ang learning process, the same lang din ang treatment kung paano siya ia-apply”

[Whatever skills test we do to our part timers, that’s all we administer to Leo (PWD employee). They are taught how to do properly bussing procedures. Those kind of trainings are taught whether you’re a part-time working student or PWD like Leo so the learning process and the treatment on how it is being administered are the same.]

The tests given to PWDs are skill and practical based. They are being exposed to actual working scenarios, for instance baristas in a coffee shop, to visualize what it is like to do the job. Then the applicants are later on trained to execute the work on their own. The establishments do not use a generalized test and consider the disability of the PWD applicant. As stated by Callister & Love (2016), a study on experiential learning gives evidence to benefits, i.e. motivating, augmenting concept of development, boosting development, improving memory and achieving higher level of learning. Prior researches show that experiences are important part of delivering skills-based education. Additionally, identifying the proper needs of person with disability has a very humanitarian intention. For the reason of providing additional resources and develop specialist methods to discourse certain complications in employment, and to overcome the effects of a disability in order for the PWD to benefit from their past trainings. (Wearmouth, 2019)

The ninth question is about the participation of PWDs in Labor unions and other similar organizations. An open-ended question was used for this. One of the respondents eloquently stated:

“No, we are very small enterprise so wala namang need to form union”

[No, we are very small enterprise so there’s no need to form union.]

All of the respondents do not have any kind of labor union. Therefore, there have been no instances of differently-abled person being denied or excluded to be part of such organization. As stated by the United Nation International Labour Union (2015), disability is not a major concern in labor unions and organizations. Organizations do not understand the needs of PWDs and how they serve as an asset for they do not engage in including them in the first place. They often dismiss the case before careful examination and consideration. The effort to include PWDs manifest the relevance of unions and organizations to employees, the community and allied partners. It also promotes the possibility better employee to employer relationship. Furthermore, persons with disability remains excluded from organizations, and is considered underutilized. There has been lacking researches made in terms of their career management. (Kulkarni & Gopakumar, 2014)

The last question regarding the Discrimination on Employment is about the entrance examination the PWDs undergo before employment. The researchers asked the types of exam and its difference to examination given to non-disabled applicants. All of the chosen establishments do not administer test nor examination for employment. According to one of the experts:

“Wala kaming exam na parang sa other company na parang English or personality (test), wala, as long as after ng training nakita na kaya mong gawin yung mga dapat gawin sa coffee (shop) or dito, okay ka”

[We don’t administer exam like the other companies do such as English or personality (test), there’s none, as long as you can do what you are ought to do (in the coffee shop) after the training, you’re approved.]

What the establishments conduct is initial interview and practical assessment only. Gewurtz & Shand (2016) stated in their study that hiring people with disabilities strengthen relationships between employers and persons with disability. The bond eradicates the animosity associated with disability in the workplace and improve the availability of offers favorable to people with disability. In small, private business hiring people with disability, pre-employment exam is usually not adaptable, person with disability are employed as a result of their skills and not passing the administrative and qualifying process.

Based on the findings, to propagate the advocacy of PWD awareness support, several steps maybe taken into considerations. The use of social media as avenues leading to fanning out this advocacy. With the use of Facebook, Twitter, and Instagram the advocacy can be widely disseminated not only here in the country but worldwide. Foreign groups supporting PWD awareness may generate inter-connection and lead to forge an international organization. The exchange of information, materials, studies, researches and the like maybe attained and generate common interests and objectives. Blazeska, D., & Ristovska, N. (2019) stated that nowadays, even though it is already known that social media

is one of the important and effective platforms, majority of companies fail to use it to its maximum extent. Social media contributes a lot in efficient communication. It makes connection, transaction and dissemination of information easier, quicker and cheaper. And above all, it does not contend the use of traditional media. Moreover, Naeem (2019) in his study revealed that lack of knowledge sharing practices in this new generation results to struggles to attain competence. Social media platforms such as Facebook and the like are beneficial ineffective communication, upholding the culture of knowledge sharing, increasing personal involvement and improving one's present knowledge. Additionally, it promotes relationship with significant communities such as the experts, colleagues and the general public.

IV. CONCLUSION

Majority of the PWDs are still unaware of what they are entitled to when it comes to employment and not confident of being employed. This is particularly true because apparently, the chosen establishments of the study have not encountered direct applications from PWDs. Additionally, most of the establishments nowadays are open for inclusion and consideration of disabled persons to be part of the work force. The disability-focused enterprises serve as sheltered employment by its nature. However, the mainstream businesses encountered are unaware of its definition and concept therefore do not offer such opportunity. Majority of the chosen establishments welcome PWDs as apprentices and are willing to reconsider if the initial apprenticeship was found unsatisfactorily. On the contrary, despite the effort and considerations, the government still lacks on effort in implementing the Magna Carta for Disabled Persons specifically in providing incentives to firms which provide employment opportunities to PWDs. Some establishments really exert efforts to advocate and cultivate inclusive and harmonious work environment. And as much as possible, they carefully avoid any forms of discrimination. Moreover, there is no discrimination on the compensation given to a differently-abled employee. They are entitled to receive compensation based on the hours they worked for, accordingly. Referrals are the main source of mentally challenged applicants' employment. Most of them are from schools or personally recommended. Ranking and promotions are almost non-existent when it comes to PWDs employment structure. The specific job assigned to them suits their skills the best based from their initial and final assessments. Most of the reasons of PWDs' dismissal or termination is due to personal and technical reasons (i.e. attendance, attitude, etc.) and not solely because of their disability. The test given to PWDs intent to measure their skills and aptitude in consideration of their disabilities. Labor unions are not present in small enterprises and some mainstream business, the reason why majority of PWDs are not member of such organizations. On the other hand, inclusive companies still need guidance in accommodating PWDs without compromising their needs and the expectation of the business.

This study shows that most of persons with disability are not aware of their right to be employed pursuant to the Magna Carta for Disabled Persons. The chosen establishments encountered less degree of interest from PWDs, even if most of the establishments are open for inclusion of PWDs to be part of their work force. In view of above, this study recommends the following: a) Open and active information campaign for mainstream business establishments in as far as apprenticeship and subsequent employment for PWDs is concerned. b) All-out effort of the government in implementing the magna carta for Disabled Person, specifically, incentives to firms and establishments providing employment opportunities to PWDs. Pro-active information and dissemination campaign on public awareness on PWDs employed in firms and establishments more often than not, people are unaware that PWDs are employed by virtue of law. With public advisory, clients of business firms and establishments can gain awareness on the employability, skills and anti-discrimination sentiments, if there are any. c) Close monitoring on the adherence of firms and establishments employing PWDs specifically on the compensation, benefit, working hours and the title given to PWDs d) Close guidance to and coordination with firms and establishments in accommodating PWDs without compromising their special needs and expectations. This study still leaves so much to be desired in the employability of PWDs. This study is limited in its ability to generalize because the respondents were from establishment which hire PWDs alone. It is suggested that future studies conduct further researches on establishments which do not hire and include PWDs in the workforce. It is also recommended that further studies be conducted through probability sampling and different research methods

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