



Republic of the Philippines
QUEZON CITY COUNCIL
Quezon City
22nd City Council

PR22CC-506

50th Regular Session

RESOLUTION NO. SP- **9523**, S-2023

A RESOLUTION ENCOURAGING THE PRIVATE CORPORATIONS AND ESTABLISHMENTS TO INCREASE THE NUMBER OF JOB POSITIONS RESERVED FOR PERSONS WITH DISABILITIES (PWDs) IN QUEZON CITY

Introduced by Councilor EDGAR "Egay" G. YAP

Co-Introduced by Councilors Bernard R. Herrera, Dorothy A. Delarmente, M.D., Joseph P. Juico, Nikki V. Crisologo, Charm M. Ferrer, Fernando Miguel "Mikey" F. Belmonte, Candy A. Medina, Aly Medalla, Dave C. Valmocina, Tatay Rannie Z. Ludovica, Godofredo T. Liban II, Kate Galang-Coseteng, Geleen "Dok G" G. Lumbad, Don S. De Leon, Wencerom Benedict C. Lagumbay, Atty. Anton L. Reyes, Imee A. Rillo, Raquel S. Malañgen, Irene R. Belmonte, Nanette Castelo-Daza, Marra C. Suntay, Joseph Joe Visaya, Alfred Vargas, MPA, Ram V. Medalla, Shaira "Shay" L. Liban, Aiko S. Melendez, Mutya Castelo, Maria Eleanor "Doc Ellie" R. Juan, O.D., Kristine Alexia R. Matias, Eric Z. Medina, Emmanuel Banjo A. Pilar, Vito Sotto Generoso, Victor "Vic" Bernardo, Alfredo "Freddy" Roxas and Jhon Angelli "Sami" C. Neri

WHEREAS, the United Nations affirms the principle of universal respect for, and observance of, human rights and the fundamental freedoms for all without discrimination;

WHEREAS, the rights of individuals with disabilities are grounded in a human rights framework based on the United Nations Charter, the Universal Declaration of Human Rights, and other international covenants, such as the Convention on the Elimination of All Forms of Discrimination against Women, the Convention against Torture and other Cruel, Inhumane, or Degrading Treatment or Punishment, and the Convention on the Rights of the Child;

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WHEREAS, in addition to the general international human rights instruments, disability-specific instruments, declarations, resolutions and normative guidelines concerning the rights of Persons with Disabilities (PWDs), the Declaration on the Rights of Mentally Retarded Persons, the Declaration on the Rights of Disabled Persons, the World Programme of Action concerning Disabled Persons, the Tallinn Guidelines for Action on Human Resources Development in the Field of Disability, the Principles for the Protection of Persons with Mental Illness, and the Standard Rules on the Equalization of Opportunities for Persons with Disabilities have been adopted in the United Nations General Assembly;

WHEREAS, in order for the rights of PWDs to be further realized, there is a need to incorporate the foregoing human rights standards into our national and local legislation;

WHEREAS, Republic Act No. 7277, otherwise known as the Magna Carta for Disabled Persons of 1992, provides for the rehabilitation, self-development and self-reliance of PWDs and their integration into the mainstream of society;

WHEREAS, Republic Act No. 7277 mandated that at least 5% of all casual emergency and contractual positions in the Department of Social Welfare and Development, Department of Health, Department of Education, and other government agencies, offices or corporations engaged in social development shall be reserved for PWDs;

WHEREAS, Republic Act No. 10524, otherwise known as "An Act Expanding the Positions Reserved for Persons with Disability", amending for the purpose Republic Act No. 7277, aims to provide equal work opportunities to PWDs while at the same time incentivizing the private sector for its participation, by providing at least 1% of all positions in all government agencies, offices or corporations be reserved for PWDs. For this purpose, private corporations with more than 100 employees are encouraged to reserve at least 1% of all positions for PWDs;

WHEREAS, it is hereby declared a policy of Quezon City to recognize the right of PWDs to work on an equal basis with others; to participate fully into the mainstream of society; and to provide PWDs, equal opportunity for employment and equal remuneration for work of equal value. To this end, the Quezon City Government shall facilitate access of PWDs to labor market information, capacity building programs, and wage employment;

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WHEREAS, Quezon City Ordinance No. SP-2557, S-2016 mandates the Quezon City Government to set aside at least 1% of its general fund and appropriate the same for worthy programs, projects, and activities for PWDs beginning year 2017;

WHEREAS, Quezon City Resolution No. SP-7380, S-2018, encourages the Quezon City Government to implement the provisions of Republic Act No. 10524, requiring at least 1% of all regular and non-regular positions in all government agencies, offices, or corporations to be filled with PWD workers;

WHEREAS, on March 27, 2023, the Quezon City Council adopted Resolution No. SP-9228, S-2023 recognizing the Caravan Food Group Incorporated (CFG) for its efforts in promoting employment opportunities and fostering a more inclusive and accessible work environments for PWDs;

WHEREAS, CFG has stores in Quezon City with its 2 brands, Elait and Overdoughs, 3 branches of each are located in Eastwood Mall, Robinsons Galleria and SM Fairview, respectively. To date, CFG employs 35 PWD-employees out of the total of 61 employees. In short, CFG's manpower is composed of 57.38% PWD employees;

WHEREAS, the Implementing Rules and Regulations (IRR) of Republic Act No.10524 provides that private entities that employ PWDs shall be entitled to an additional deduction from their gross income equivalent to 25% of the total amount paid as salaries and wages to PWDs, while those which modify their physical facilities in order to give reasonable accommodation to PWDs shall be entitled to 50% of the direct costs of the improvements or modifications;

WHEREAS, Quezon City Ordinance No. SP-2940, S-2020, amending Ordinance No. SP-91, S-1993, allowed as deduction from its gross sales or receipt 50% of the total amount paid as salaries and wages for personal services actually rendered by Senior Citizens and/or PWDs.

NOW, THEREFORE,

BE IT RESOLVED BY THE CITY COUNCIL OF QUEZON CITY IN REGULAR SESSION ASSEMBLED, to encourage, as it does hereby encourage, the private corporations and establishments to increase the number of job positions reserved for Persons with Disabilities (PWDs) in Quezon City.

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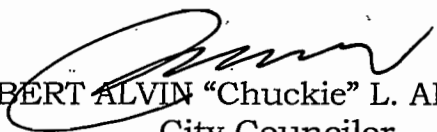
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RESOLVED FURTHER, that the Quezon City Government shall continue to support the implementation of the following incentives in favor of private entities employing PWDs:

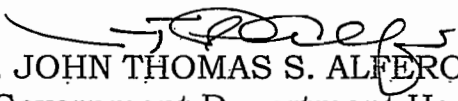
1. Additional deduction from their gross income equivalent to 50% of the total amount paid as salaries and wages to PWDs, pursuant to Quezon City Ordinance No. SP-2940, S-2020; and
2. Additional deduction equivalent to 50% of the direct costs of the improvements or modifications of their physical facilities in order to provide reasonable accommodation to PWDs.

RESOLVED FINALLY, that copies of this Resolution be furnished to the Quezon City Persons with Disability Affairs Office (QC-PDAO), the Employers' Confederation of the Philippines (ECOP) and People Management Association of the Philippines (PMAP).

ADOPTED: December 4, 2023.


ALBERT ALVIN "Chuckie" L. ANTONIO III
City Councilor
Acting Presiding Officer

ATTESTED:


ATTY. JOHN THOMAS S. ALFEROS, III
City Government Department Head III
(City Council Secretary)

CERTIFICATION

This is to certify that this Resolution was APPROVED by the City Council on Second Reading on December 4, 2023 and was CONFIRMED on December 11, 2023.


ATTY. JOHN THOMAS S. ALFEROS, III
City Government Department Head III
(City Council Secretary)



