

Republic of the Philippines  
**HOUSE OF REPRESENTATIVES**  
Quezon City

First Regular Session  
**FIFTEENTH CONGRESS**

**HOUSE BILL No. 3192**

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**Introduced by REPRESENTATIVE IMELDA CALIXTO-RUBIANO**

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**EXPLANATORY NOTE**

Republic Act No. 7277 grants certain rights and privileges for disabled persons. It provides equal opportunity for employment to qualified disabled persons in government service.

Under Republic Act No. 7277, only Five Percent (5%) of casual emergency and contractual positions in government agencies and corporations engaged in social development shall be reserved for disabled persons. This bill seeks to expand the number of positions reserved for disabled persons by including all positions in government service and private corporations, engaged in social development.

Hence, the passage of this bill is earnestly sought for.



**HON. IMELDA CALIXTO-RUBIANO**  
Representative  
Lone District of Pasay City

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AN ACT AMENDING REPUBLIC ACT NO. 7277,  
OTHERWISE KNOWN AS THE "MAGNA CARTA FOR DISABLED PERSONS"

*Be it enacted by the Senate and House of Representatives of the Philippines in  
Congress assembled:*

**Section 1.** Section 5 of Republic Act No. 7277 is hereby amended to read as follows:

**"SEC. 5. Equal Opportunity for Employment** – No disabled person 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, benefits, fringe benefits, incentives or allowances as a qualified able bodied person.

Five percent (5%) of all [casual emergency and contractual] positions in the Departments of Social Welfare and Development; Health; Education, Culture and Sports; and other government agencies, offices or corporations; **AND PRIVATE CORPORATIONS**, engaged in social development shall be reserved for disabled persons.

**Section 2. Separability Clause.** – Should any provisions of this Act be found unconstitutional by a court of law, such provisions shall be severed from the remainder of the Act, and such action shall not affect the enforceability of the remaining provisions of this Act.

**Section 3. Repealing Clause.** – All laws, presidential decrees, executive orders, and rules and regulations inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

**Section 4 Effectivity.** – This Act shall take effect fifteen (15) days after its publication in any two (2) newspapers of general circulation.

Approved.