

[REPUBLIC ACT NO. 10524, April 23, 2013]

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

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

SECTION 1. *Equal Opportunity for Employment.* – Section 5 of Republic Act No. 7277, as amended, is hereby amended to read as follows:

“SEC. 5. *Equal Opportunity for Employment.* – No person with disability shall be denied access to opportunities for suitable employment. A qualified employee with disability 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.

“At least one percent (1%) of all positions in all government agencies, offices or corporations shall be reserved for persons with disability: *Provided, That* private corporations with more than one hundred (100) employees are encouraged to reserve at least one percent (1%) of all positions for persons with disability.”

SEC. 2. *Implementing Rules and Regulations.* – The Department of Labor and Employment (DOLE), the Civil Service Commission (CSC), the National Council on Disability Affairs (NCDA), the Governance Commission for Government-Owned or -Controlled Corporations (GCG), the Department of Health (DOH), the Department of Social Welfare and Development (DSWD), and the Bureau of Internal Revenue (BIR), in consultation with the concerned Senate and House committees and other agencies, organizations and establishments shall formulate an implementing rules and regulations pertinent to the provisions of this Act within six (6) months after the effectivity of this Act.

SEC. 3. *Separability Clause.* – Should any provision of this Act be found unconstitutional by a court of law, such provision shall be severed from the remainder of this Act, and such action shall not affect the enforceability of the remaining provisions of this Act.

SEC. 4. *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decrees, executive orders, and rules and regulations inconsistent with the provisions of this Act are hereby repealed or modified accordingly.

SEC. 5. *Effectivity Clause.* – This Act shall take effect fifteen (15) days after its publication in any two (2) newspapers of general circulation.

Approved,