



Economic Empowerment

Information for Employers





The Issues

The incidence of poverty in the Philippines is estimated to be around 30% of the population (NCSB 2008) and persons with disability (PWDs) have been recognized to be among the poorest and most marginalized sectors in the country.

The right of PWDs to work has been part of Philippine law since 1992, with the introduction of **RA7277 (The Magna Carta For Persons With Disabilities)** and was made part of international law in the **UN Convention on the**

Rights of Persons With Disabilities, ratified in the Philippines in 2008. Despite these measures, it is still very difficult for persons with disabilities to access waged employment. This is even though a large number of the disabled community possess the necessary education and skills to work in a wide variety of industries, and is a result of common misconceptions many employers make about the productiveness and capabilities of PWDs, and about the necessity and costs of making workplace modifications.

According to Department of Labour and Employment (DOLE) estimates, only 10% of employable PWDs are able to find work.

The Economic Empowerment Program

The LCD Philippines Economic Empowerment Program (EE) is a project that seeks to enable PWDs to lift themselves out of poverty and achieve economic independence by offering access to job information, training, support and advice services.

We also engage in advocacy and campaigning projects to increase public awareness of the issues facing PWDs when trying to enter employment and to promote compliance with national and international disability law.

There are two main strands to our work:

Employment

We aim to assist PWDs to enter waged employment by providing skills training at various levels, access to job information from PWD friendly employers and careers counseling services.

Business Development

We aim to assist PWDs to set up their own small businesses by providing Entrepreneurship Training and help and advice in accessing microfinance schemes.

Contrary to many misconceptions, employers who hire disabled people often find that they have a stronger commitment to their work, greater company loyalty and better problem solving skills (due to their experience of handling a disability) than their able-bodied colleagues.

Benefits for Employers

Working with LCD Philippines provides more than just an opportunity to support PWDs in your local community and the country at large. Below are some of the benefits your business could access:

Diversity

- The benefits of diversity (employing people from a range of backgrounds, including PWDs) in the workplace are well documented and include the potential to recruit from a wider talent base, greater employee loyalty, lower workforce turnover and increased innovation.

Reputation and Compliance

- LCD Philippines can help you to make sure that your organization complies with national and international disability law.
- Having effective policies, procedures and training in place will increase the reputation of a company as a progressive and diverse place of work that meets international standards for employment practice.

Publicity

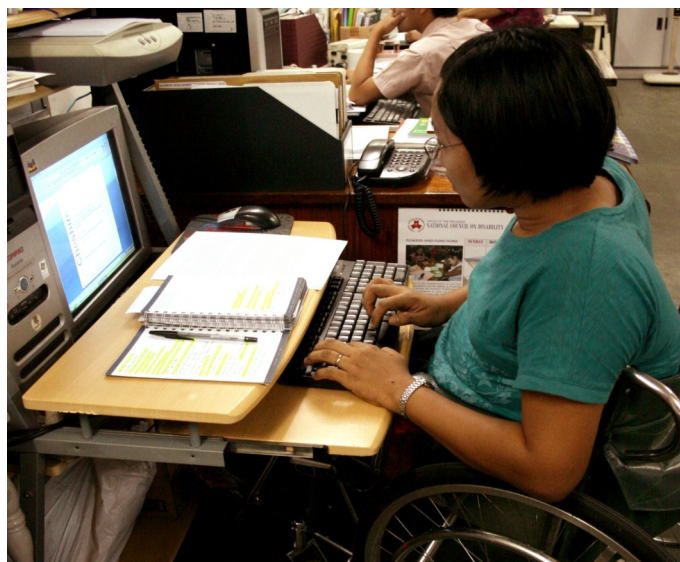
- Employing disabled people can help to increase the number of disabled customers who use your business. It will also show your commitment to Corporate Social Responsibility (CSR) principles which can be a valuable promotional tool.
- If you partner with LCD Philippines we will list your company on our website as a known PWD friendly employer. We can also include your company's details on our own promotional material, which will reach a diverse audience through our advocacy work.

Information, Training and Assessment

- LCD Philippines can help you find out more about the right to work of PWDs and give you the information you need to implement an action plan for compliance in your workplace.
- We can provide free sensitization training for your management and staff teams and we can also help you assess your workplace environment and advise on cost effective adaptations and investments that can be made to make it more accessible to PWDs.

Tax Credits

- The Magna Carta for Persons with Disabilities makes available tax provisions for companies that employ people with disabilities, including an additional deduction from gross income equivalent to 25% of the total amount paid as wages and salaries to PWDs.
- There are also tax deductions available for companies that modify their facilities to accommodate the needs of PWDs.





How To Get Involved

There are many ways employers can get involved with the Economic Empowerment Program and LCDPF are always looking for creative partnership ideas. For more information or to discuss the possibilities, please contact us using the information below.

Recruitment Partnership

- Inform LCD Philippines of your company's job postings, outline your skills requirements and accept applications or referrals from suitably qualified PWD applicants whom we have screened. Commit to ensuring equal opportunities for PWDs throughout the recruitment process.

Internship Scheme

- Accept short-term PWD interns referred by LCD Philippines to provide them with valuable work experience and to give your company a chance to experience employing PWDs.

Get Informed

- Commit to finding out more about the issues facing PWDs and how your organization can have a positive impact. Have LCD Philippines organize an assessment of the suitability of your workplace for PWDs and provide sensitization training to your staff and management teams.

Training

- Help LCD Philippines to provide livelihood, skills and entrepreneurial training to PWDs looking for work, or looking to pursue self-employment by providing expert trainers or information about your field of work.

Donate to the EE Program

- Donations (in cash or in kind) will be used to support and augment our training schemes and our microfinance program.

Leonard Cheshire Disability Philippines Foundation is a non-stock, non-profit, NGO with over 40 years experience working with and for people with disabilities in the Philippines. We are dedicated to promoting the rights of disabled people through Inclusive Education, Economic Empowerment, and our advocacy program for young people, Young Voices.

**Leonard
Cheshire
Disability**

Leonard Cheshire Disability is a UK based NGO that exists to change attitudes to disability around the world. See www.lcdisability.org for details.

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