

IMPLEMENTATION OF REPUBLIC ACT NUMBER 7277:
IMPLICATION ON THE LIVED EXPERIENCE OF
EMPLOYED PERSONS WITH DISABILITY
(PWD) IN SELECTED AREAS IN
CAVITE

THESIS

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**IMPLEMENTATION OF REPUBLIC ACT NUMBER 7277: IMPLICATION
ON THE LIVED EXPERIENCE OF EMPLOYED PERSONS WITH
DISABILITY (PWD) IN SELECTED AREAS IN CAVITE**

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ABSTRACT

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The study was conducted from November 2016 until November 2018 to assess the status of the employed PWDs in selected areas in Cavite. Specifically, the study aimed: 1. to know the demographic profile of the participants of the study; 2. to determine the challenges encountered by the employed PWDs in selected municipalities and cities in Cavite; 3. to find out whether anti- discrimination laws and employment rights exist for PWDs in municipalities / cities in Cavite; 4. to know how effective the existing laws and policies are towards the issues of discrimination among the PWDs of Cavite; and 5. to figure out the programs that help PWDs, which were offered by the municipalities or cities.

Field visits, interviews, and analysis of the statement sources in the area were done to gather data. Since Cavite is the most populous in 2015 with 3.68 million persons and comprises of 23 (municipalities or cities) with 829 Barangays, the community chosen by the researcher were some areas in the province of Cavite. Participants were limited to five employed PWDs (3 orthopedic and 2 visual) having the ages of 22 to 40 in Trece Martires City and Indang pertaining to their profile in terms of their age, gender, educational attainment, employment, and disability.

There were 4 females and 1 male as participants and majority were old, single, aged 22 to 40 years old, 1 vocational graduate, 2 college graduates and 2 high schools

and all of them were employed during the conduct of the study. The existing policies in the municipality and city were all covered in the RA 727 but the existence and effectiveness of anti- discrimination laws and employment rights lacked proper implementation. Even the PWD themselves were not aware of their rights as PWDs.

The statements of the participants revealed that there were lots of challenges experienced by them not just in their employment but also in their childhood life such as bullying, problem in architectural design of public buildings, development and implementation of disability training curriculum, lack of proper implementation of strategies, and awareness on the rights of persons with disabilities in the area.

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INTRODUCTION

Discrimination is the unequal treatment of persons, for a reason which has nothing to do with legal rights or ability. Federal and state laws prohibit discrimination in employment, availability of housing, rates of pay, right to promotion, educational opportunity, civil rights, and use of facilities based on race, nationality, creed, color, age, sex or sexual orientation. The rights to protest discrimination or enforce one's rights to equal treatment are provided in various federal and state laws, which allow for private lawsuits with the right to damages. There are also federal and state commissions to investigate and enforce equal rights (Hill & Hill, 1981-2005).

Discrimination against Person with Disabilities (PWDs) is not a new issue. Throughout the history, PWDs have had to live with the fact that being born with a disability does in one way or another result in direct/ indirect discrimination against them by their friends, society or their own family. Discrimination is an on-going challenge that