

Struggling for 1%: Results of the Survey on PWD Employment

by Ron Gutierrez (ULAN)



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Objectives

- To generate baseline data per industry to determine whether current measures to improve PWD employment are effective
- To identify the problems encountered by employers in the hiring of PWDs and in their actual employment
- To recommend solutions to address the problem of low PWD employment.
- It is also hoped that the information generated can influence the career choices of future PWD applicants on which sectors are more open to hiring PWD personnel



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Methodology

- Consultation with FAN Members, SWS, HR groups
- Research Design: Survey (Online & Personal), Interviews
- Duration: March to May 2017
- Scope:

Sectors	Area
Banks	Davao
BPOs	Cebu
Education	Tuguegarao
RGAs	Iloilo
Hospitals	QC
Malls	CDO
Tourism	Tagbilaran/Panglao



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Methodology

- Sample

Sectors	Total Surveyed	No. of Resp. (%)	Total Personnel
Banks	26	4 (15%)	666
BPOs	36	8 (22%)	7,319
Education	53	33 (62%)	3,755
RGAs	67	34 (51%)	24,525
Hospitals	28	17 (61%)	16,517
Malls	5	2 (40%)	836
Tourism	24	24 (100%)	1,941
Total	239	122 (51%)	55,559



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STAFFING



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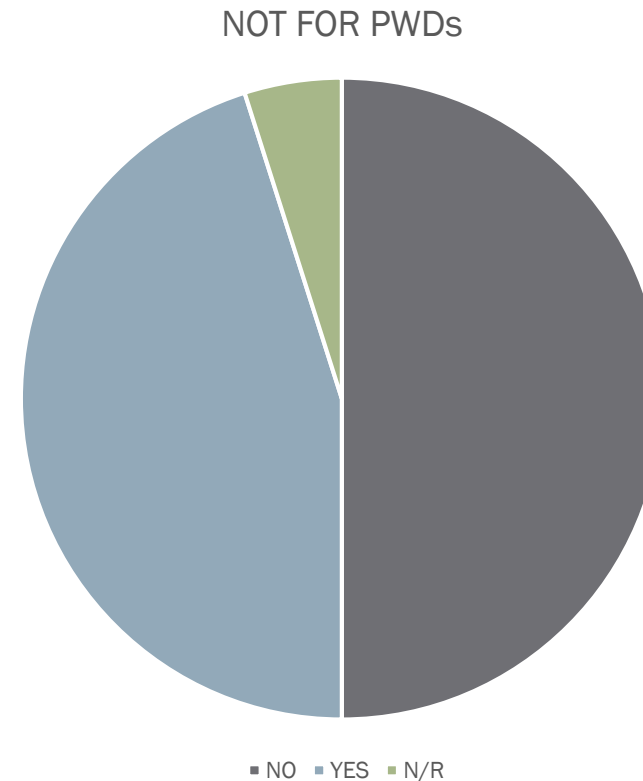


Are there specific positions in your company or organization that are NOT suitable for PWDs?

YES – 45.1%

NO – 50.0%

N/R – 4.9%

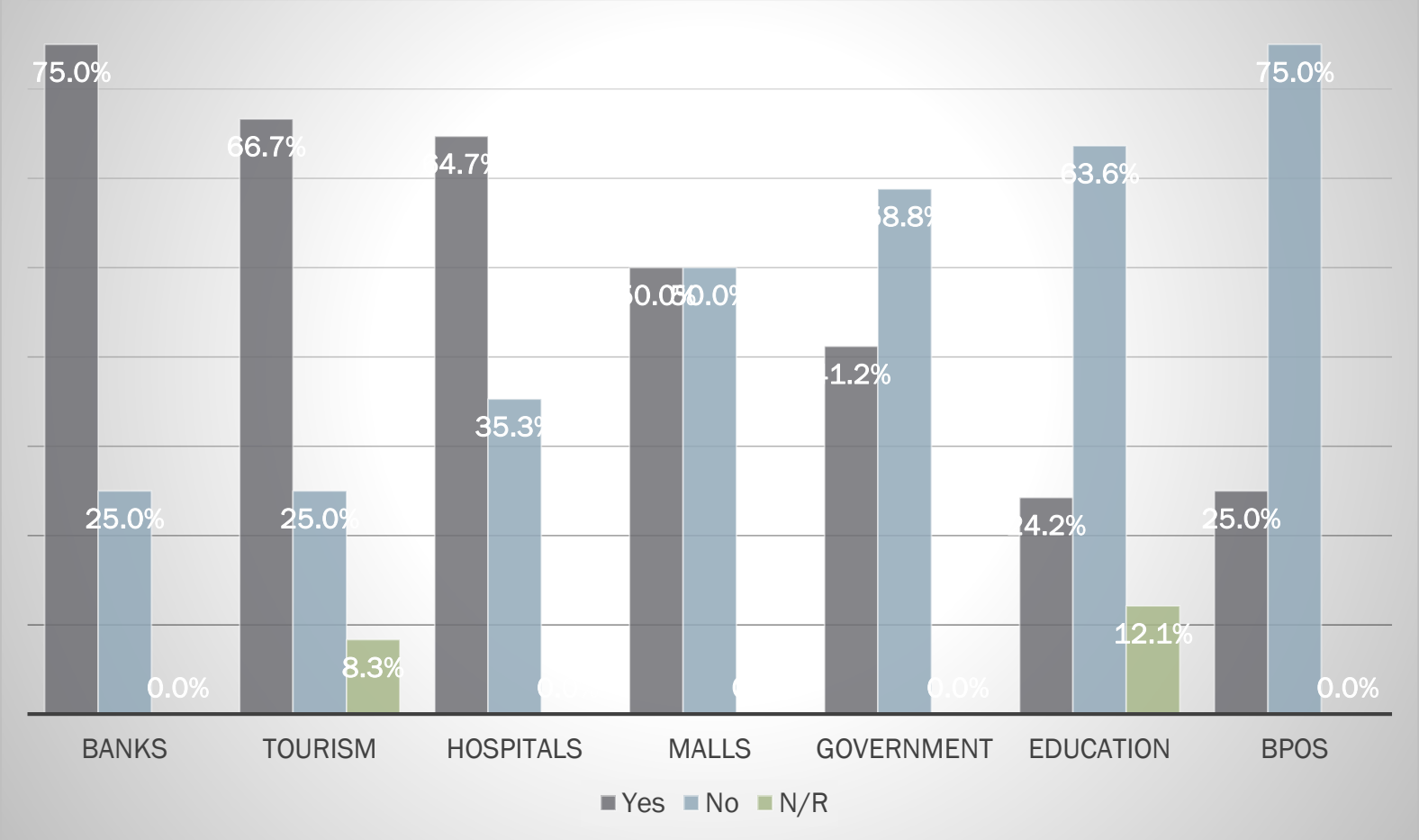


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Positions NOT for PWDs



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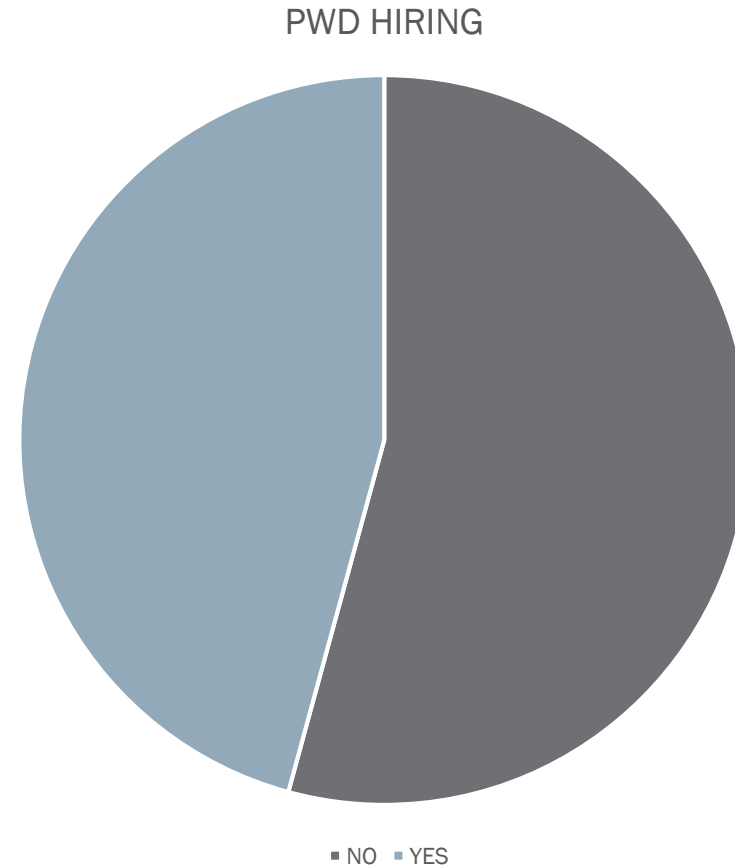


Do you have PWDs CURRENTLY working in your company or organization?

YES – 45.8%

NO – 54.2%

Total	Female	Male
132	61	71

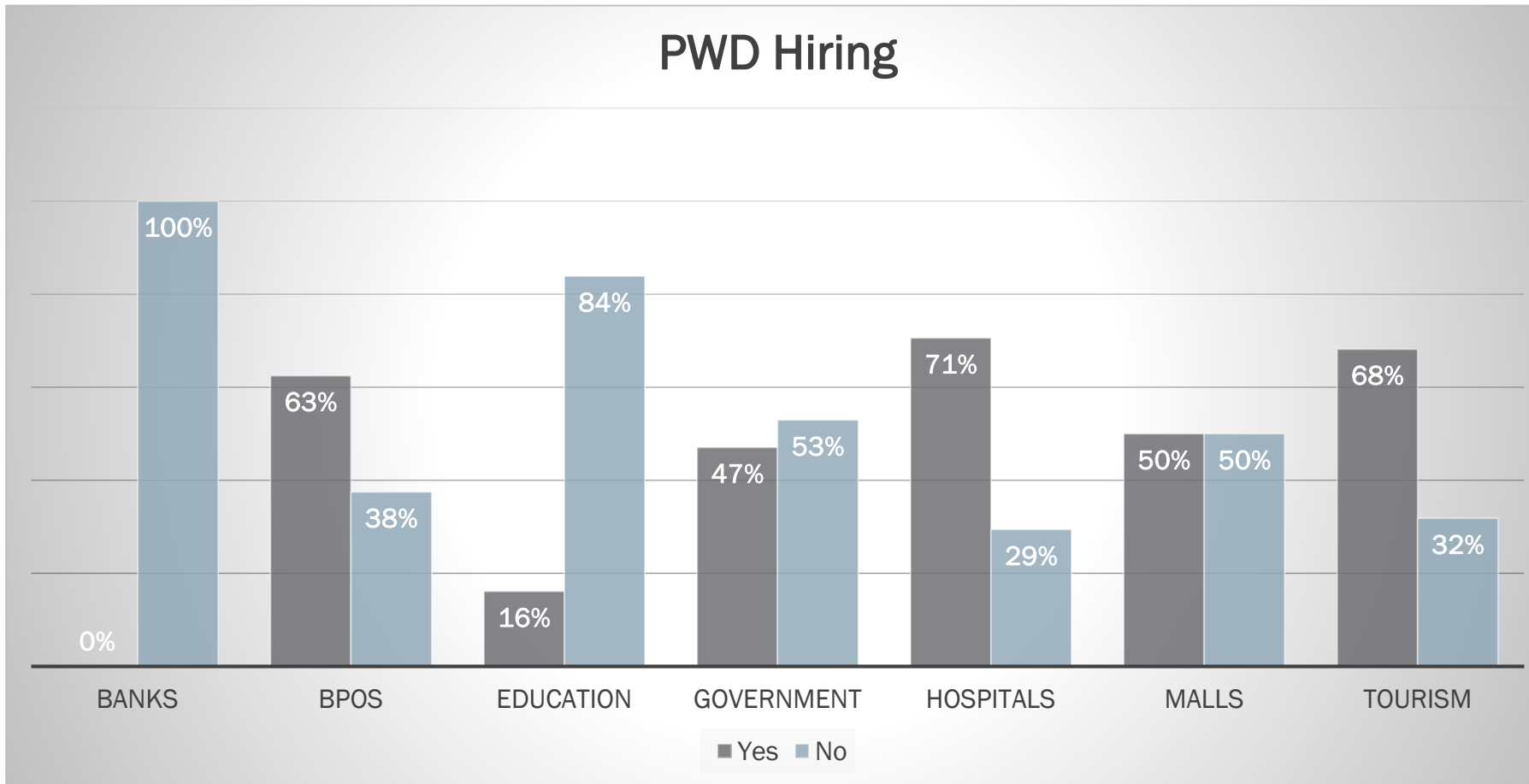


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PWD Hiring



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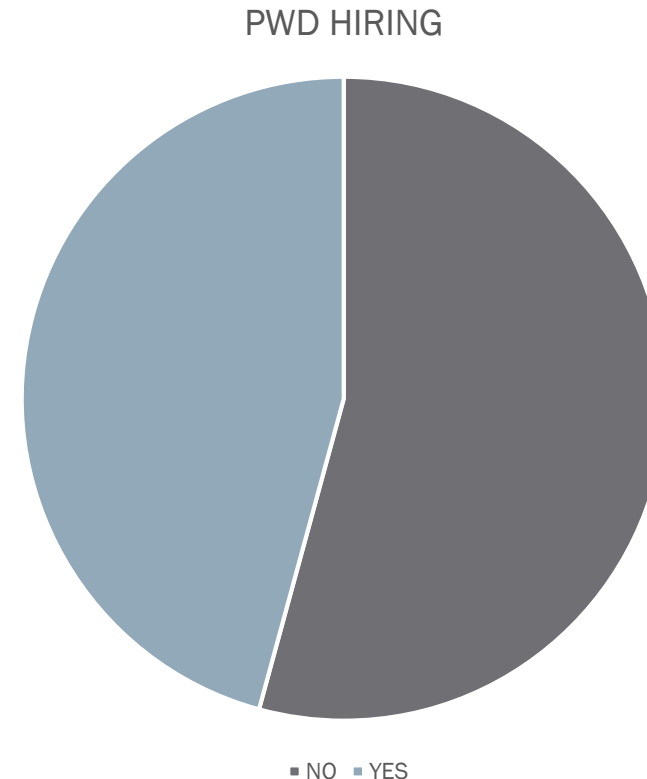


Do you have PWDs CURRENTLY working in your company or organization?

YES – 45.8%

NO – 54.2%

Total	Regular	Managerial
132	101	6



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HIRING OF PWDs



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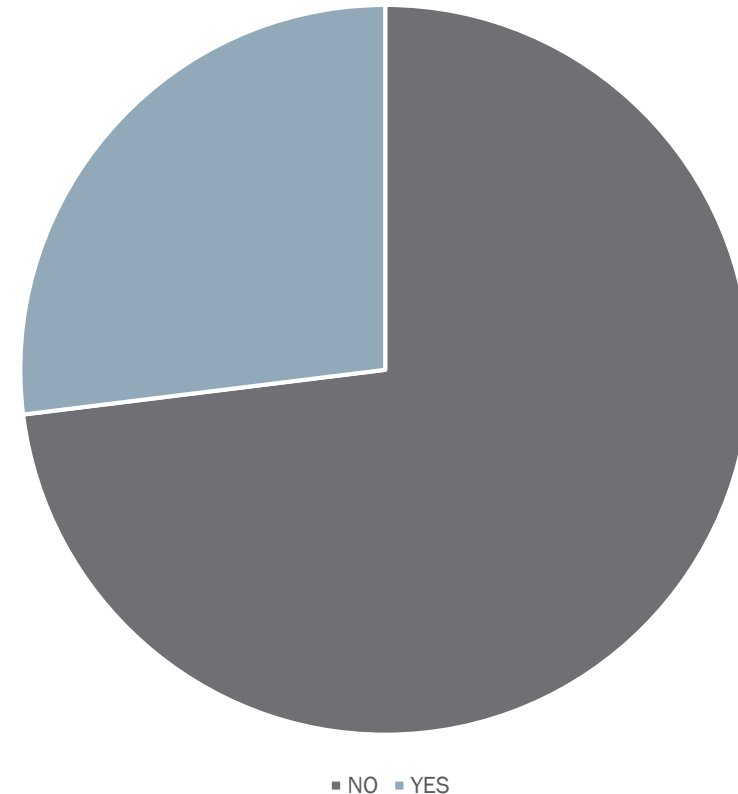
Have you experienced any difficulty in hiring PWDs?

YES – 27.0%

NO – 73.0%

- Job Mismatch
- Office Facilities not Accessible
- Lack of Placement Resources

DIFFICULTIES IN HIRING

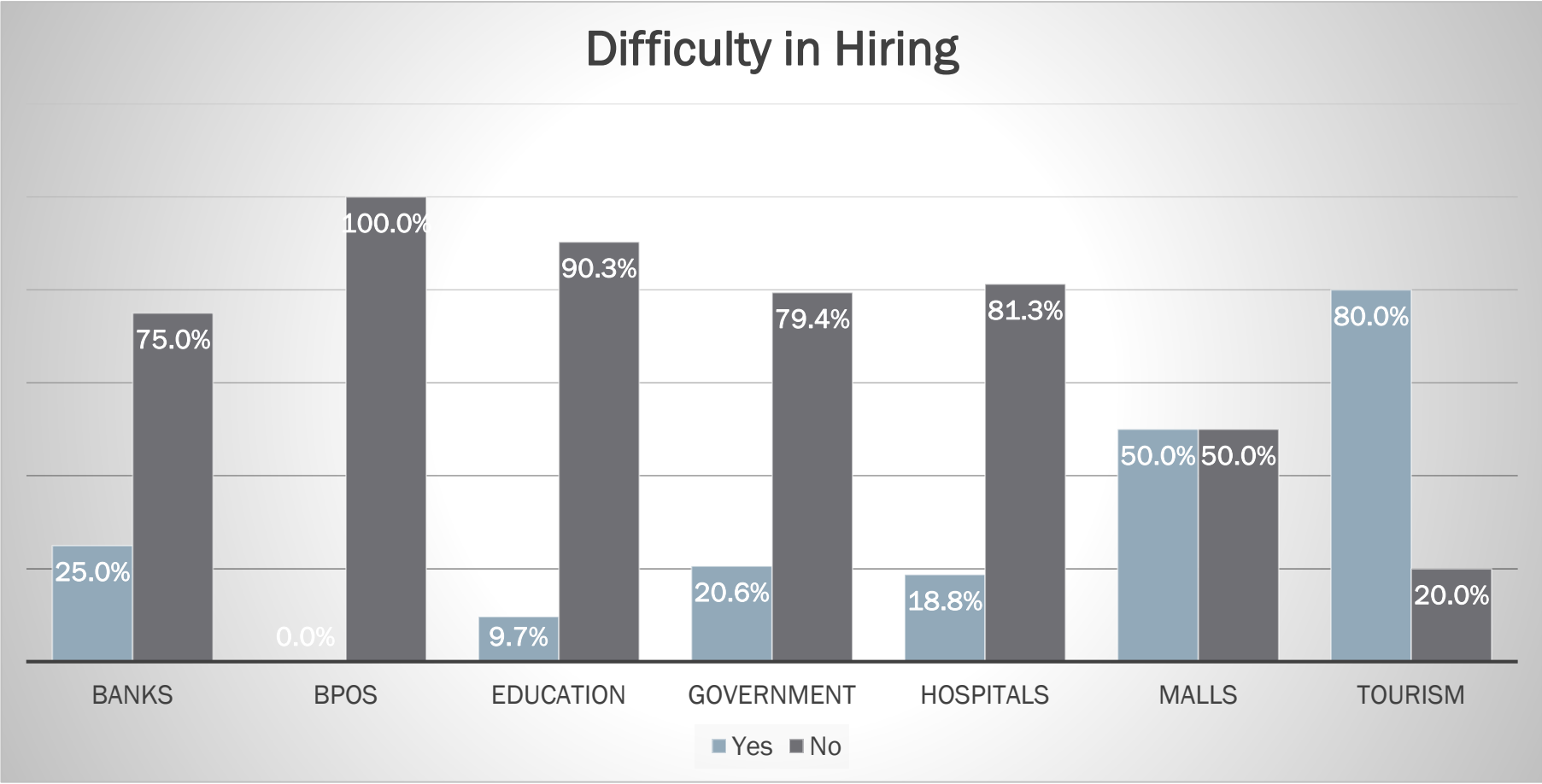


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Difficulty in Hiring



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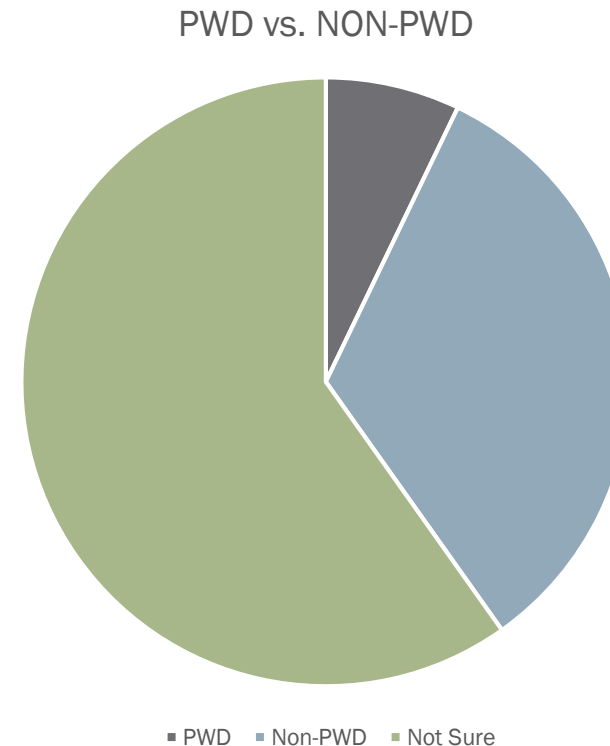


As honestly as possible, between two applicants with more or less the same qualifications except that one is a PWD and the other is not, who will you hire?

PWD – 7.1%

Non-PWD – 33.0%

Non-Committal – 59.8%

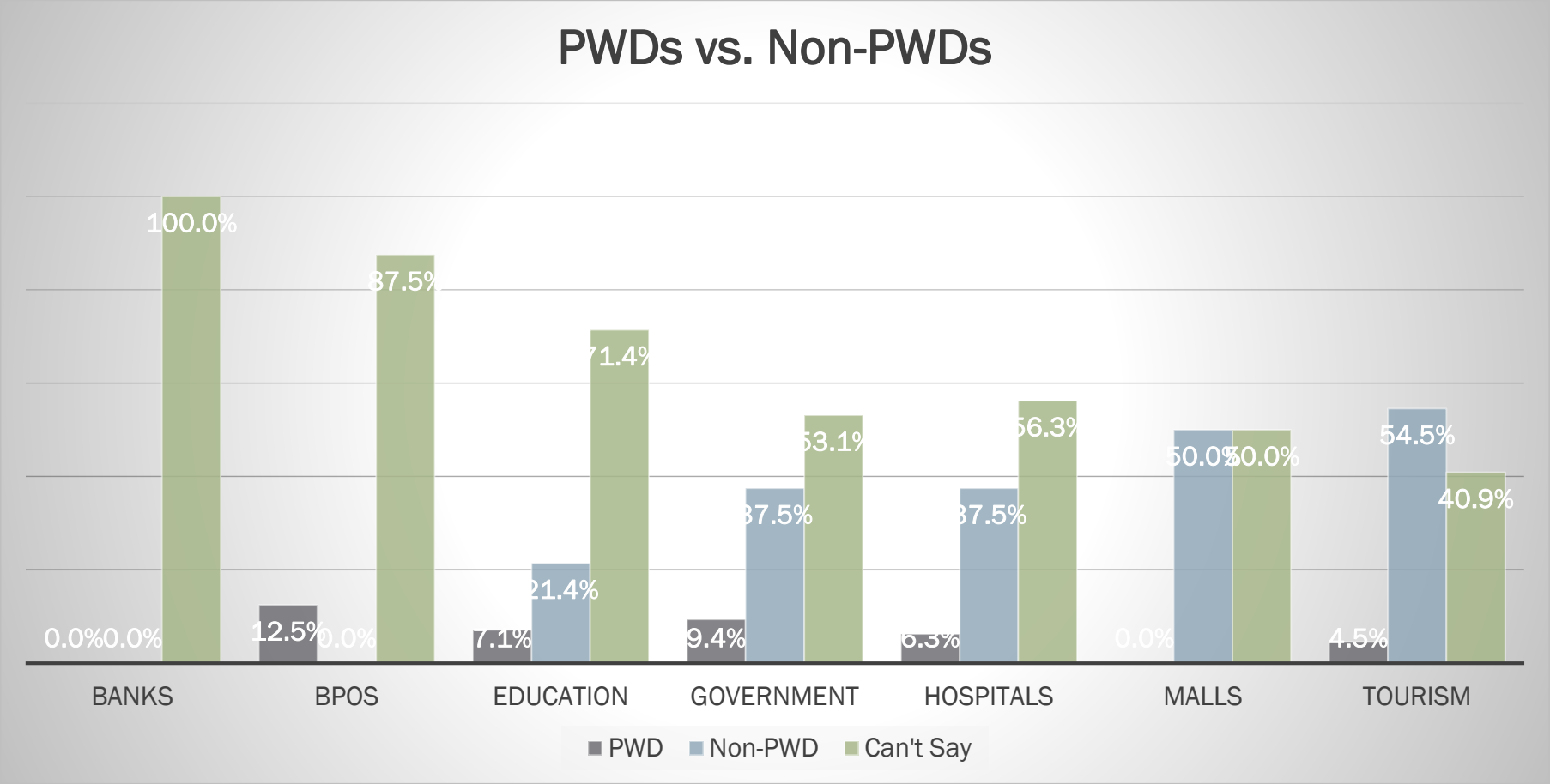


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PWDs vs. Non-PWDs



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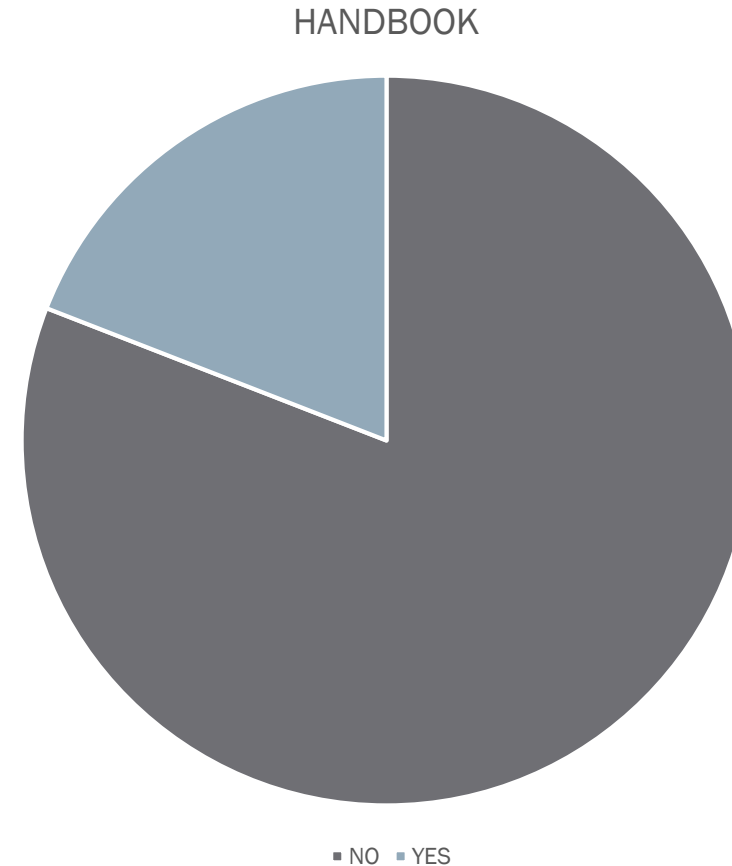
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Do you have a policy on PWDs in your personnel handbook or manual?

YES – 19.1%

NONE – 80.9%

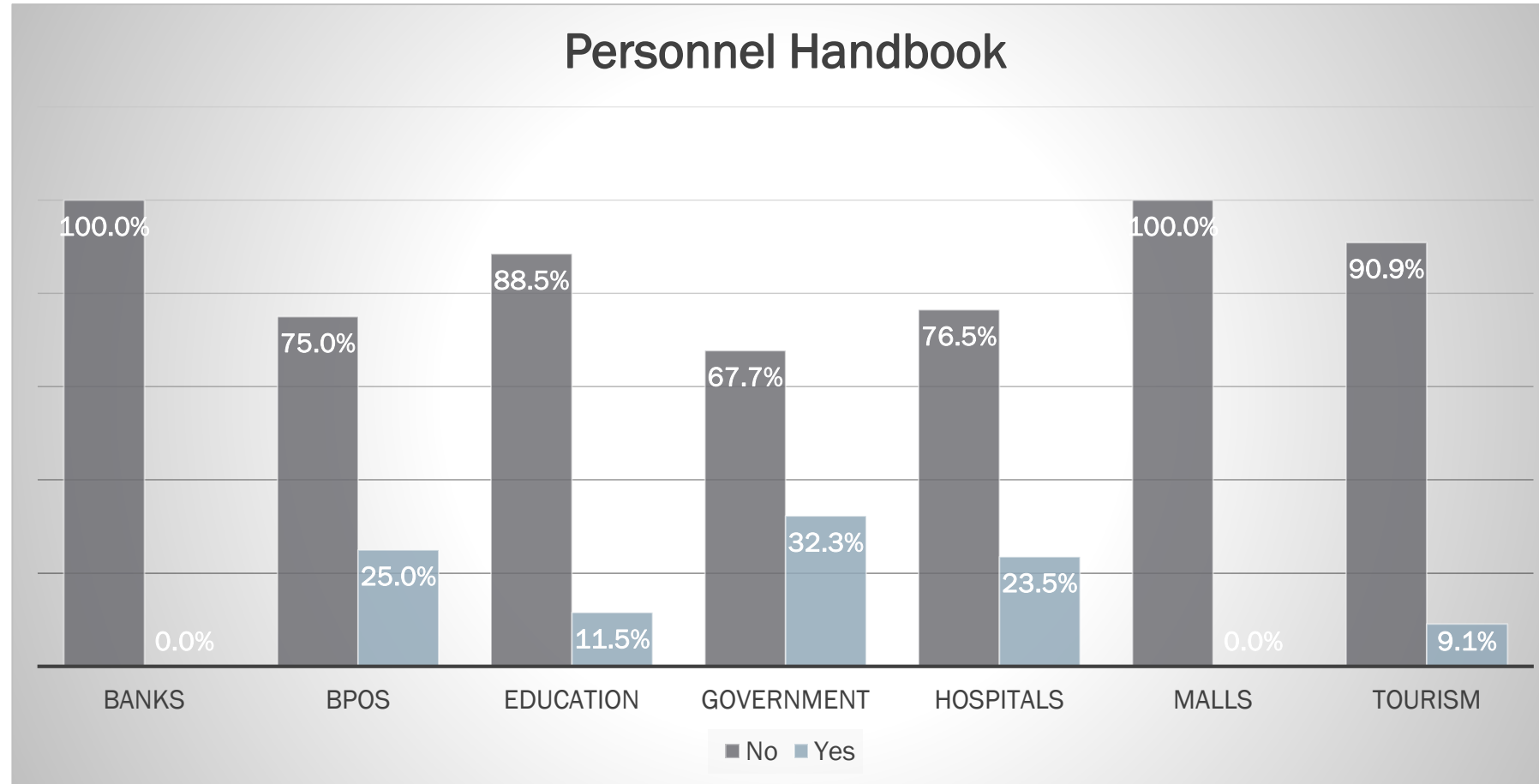


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Personnel Handbook



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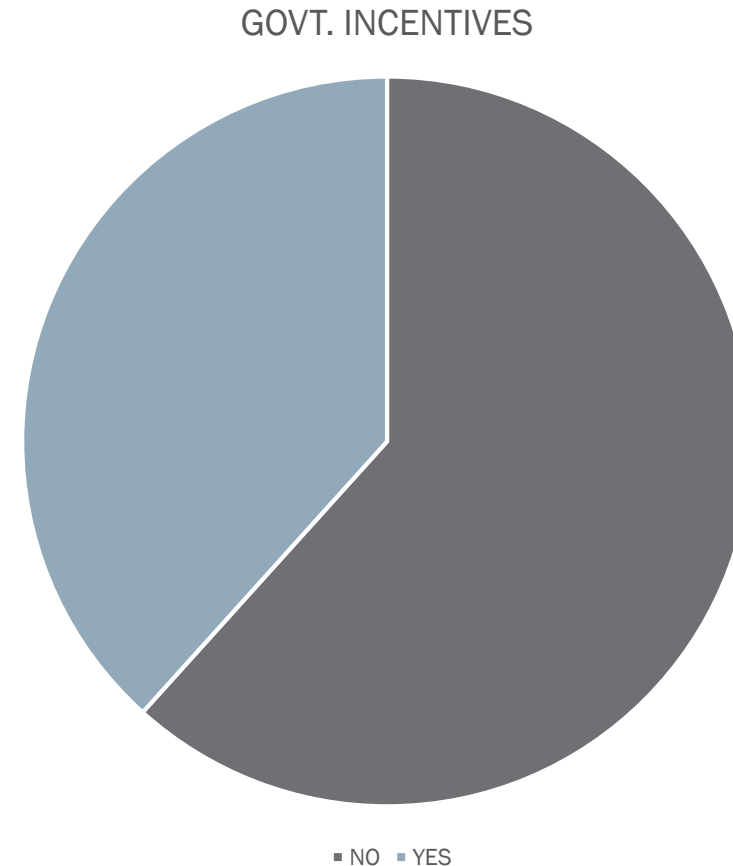
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Are you aware of any incentives under the law for hiring PWDs?

YES – 38.3%

NO – 61.7%

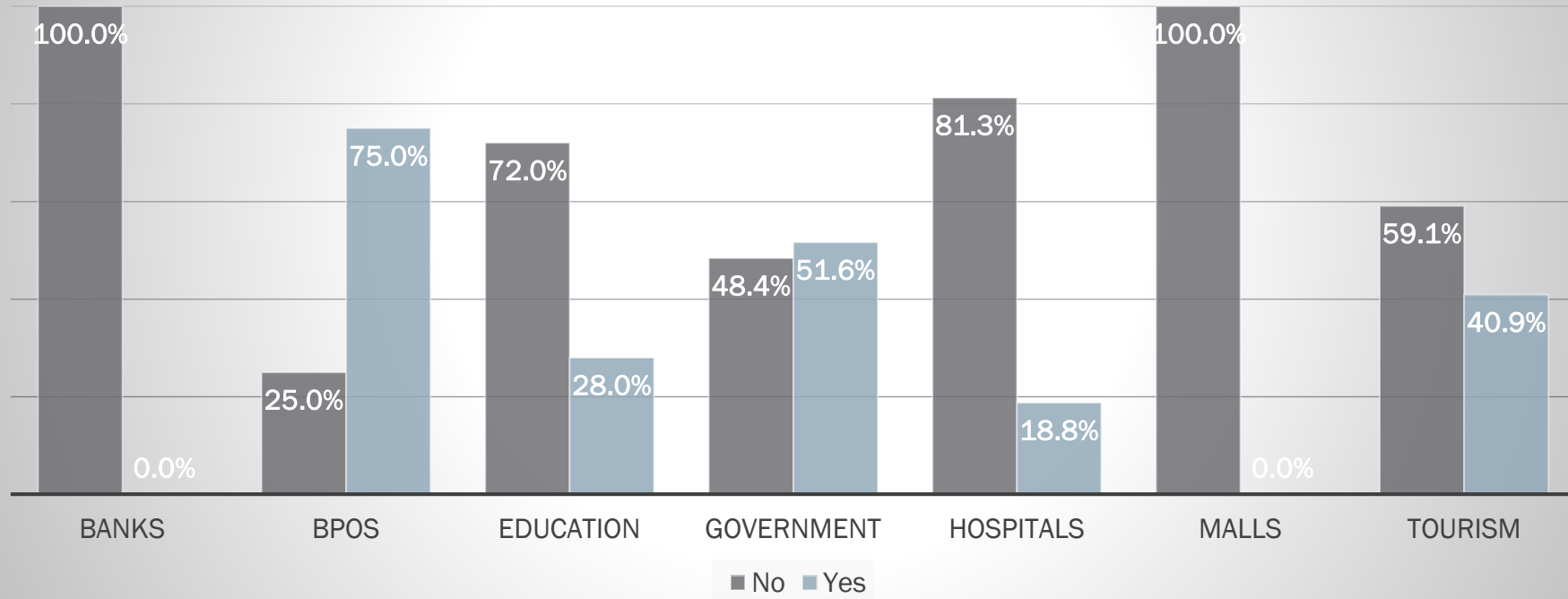


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Awareness of Government Incentives



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Do you have programs or activities intended to improve the employment prospects of PWDs, whether within or outside your company or organization?

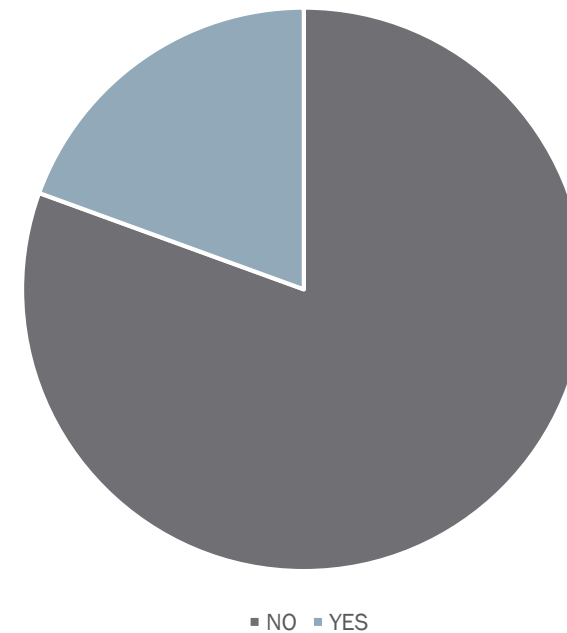
YES – 19.4%

NONE – 80.6%

Top 4:

- Provisions for Accessibility
- PWD Skills Training
- Affirmative Action
- Family Support

PWD EMPLOYMENT PROGRAMS



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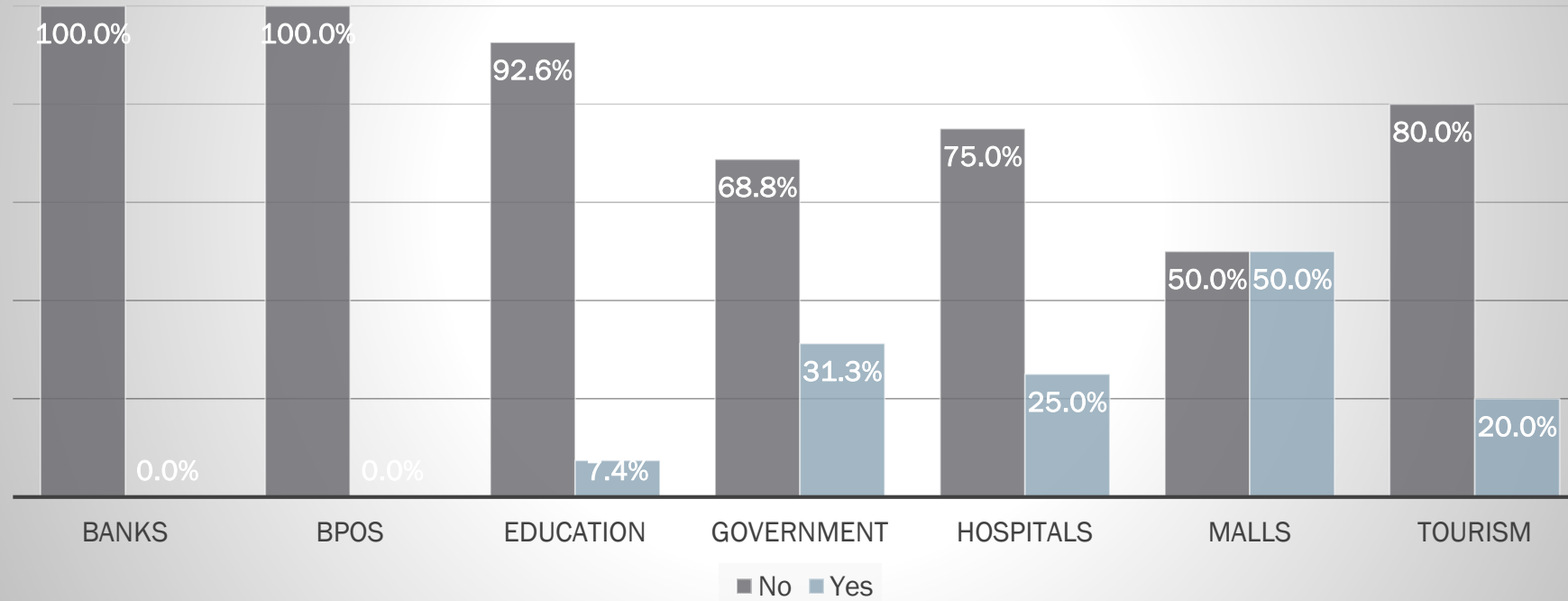
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PWD Improvement Programmes



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WORKING WITH PWDs



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Have you encountered any problem specifically linked with the disability of one or more of your personnel?

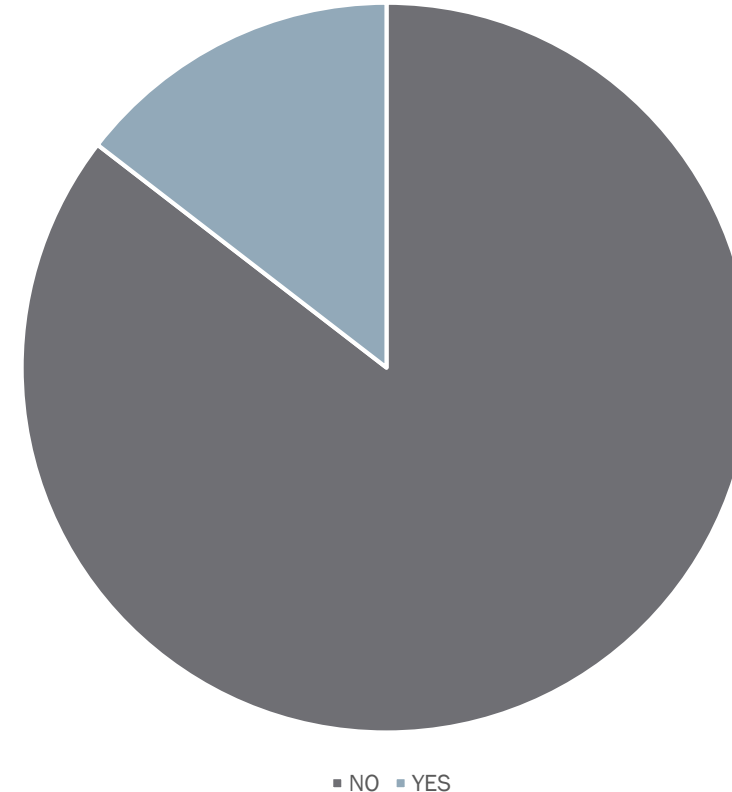
YES – 14.5%

NO – 85.5%

Top 3:

- Low Productivity
- Health Problems
- Attitude Problems

PROBLEMS WITH PWD AT WORK



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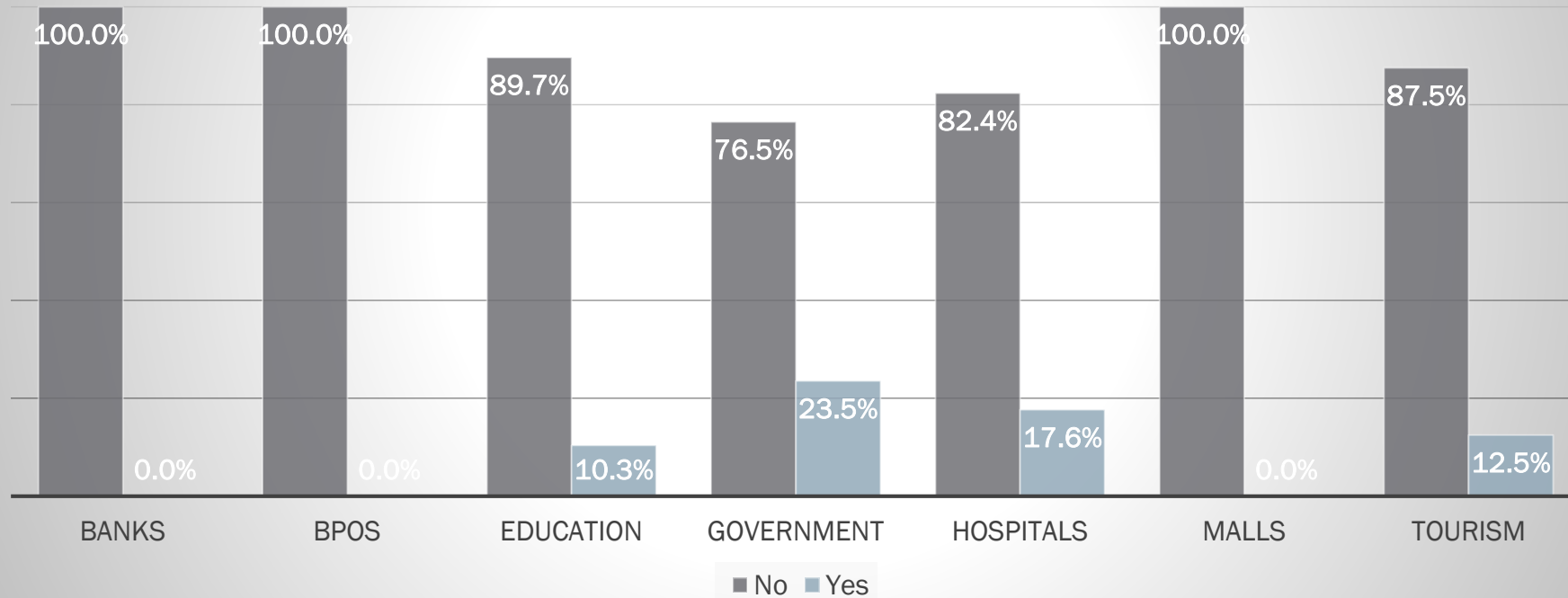
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Problems in Working with PWDs



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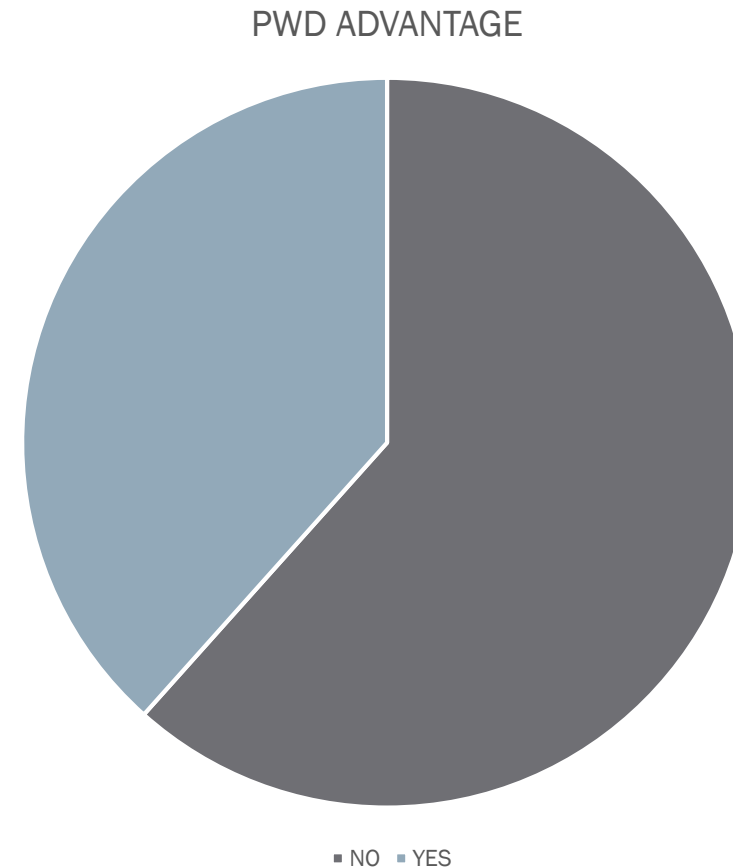
Based on your experience, are there advantages to hiring PWDs?

YES – 38.4%

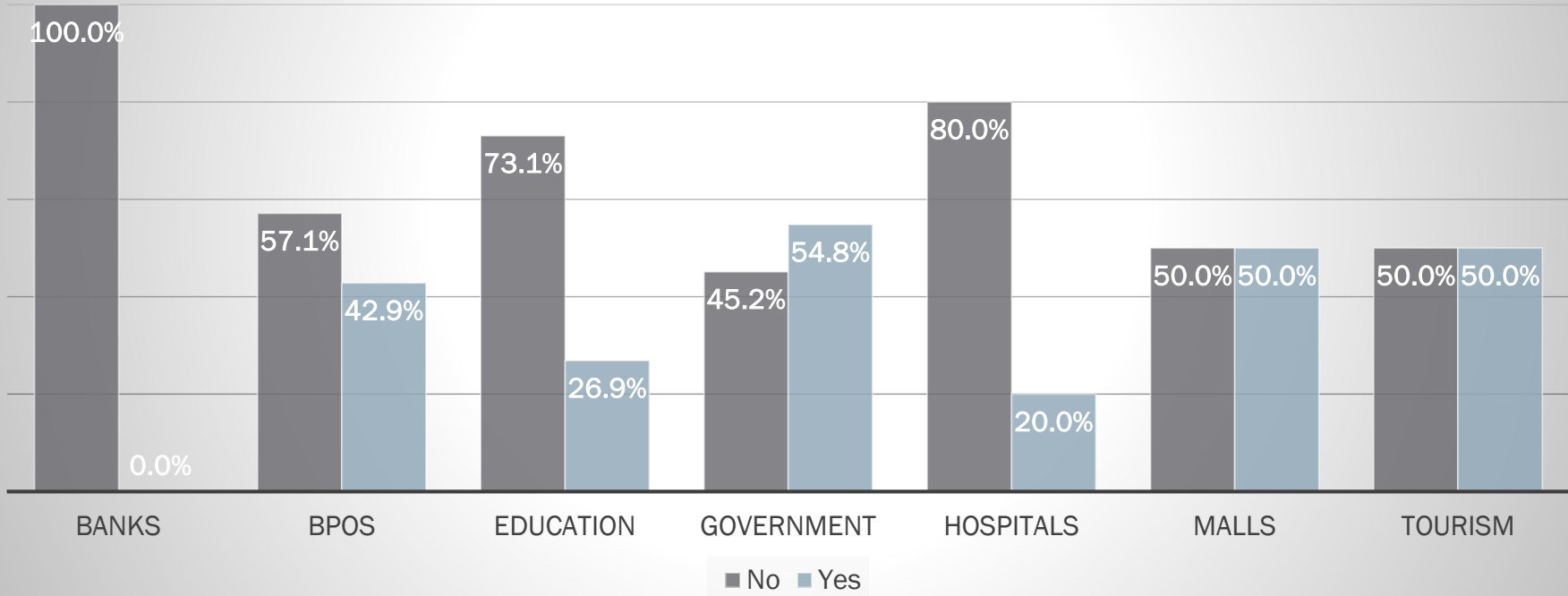
NONE – 61.6%

Top 3:

- Provides inspiration
- More motivated
- Less violations



PWD Advantage



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Does your company or organization have facilities to reasonably accommodate PWD personnel?

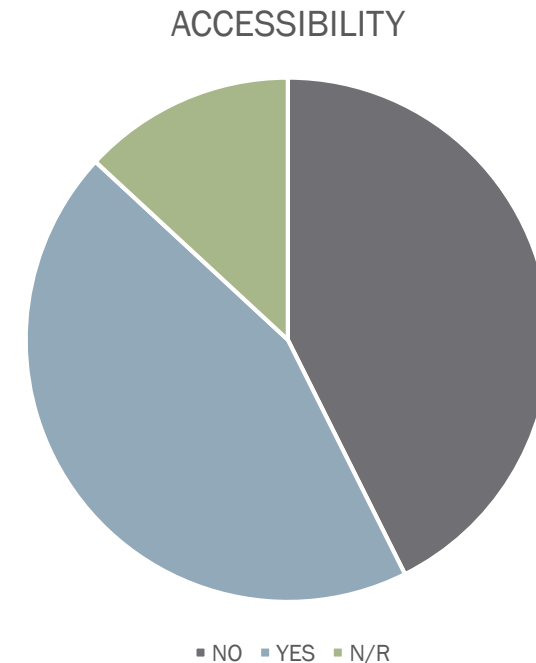
YES – 44.3%

NONE – 42.6%

N/R – 13.1%

Top 4:

- Ramps
- Elevators
- Unobstructed corridors & pathways
- Reserved Parking



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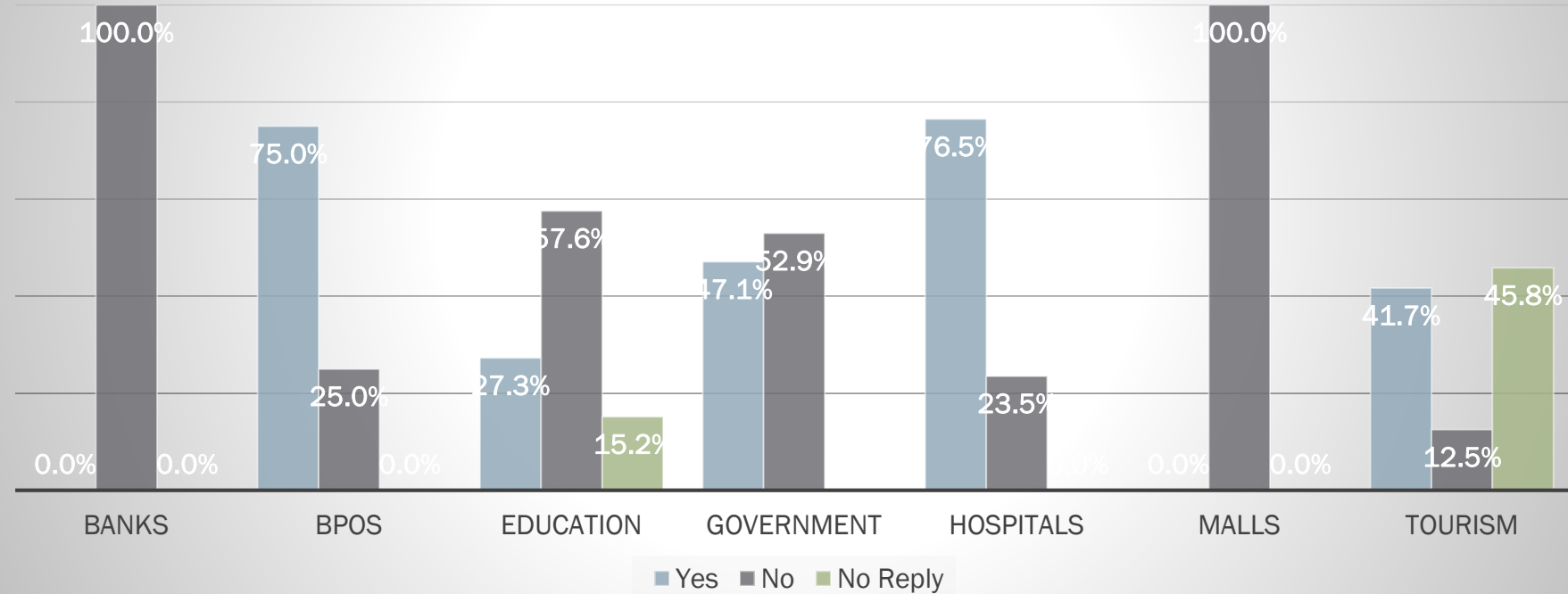
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Chart Title



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SUGGESTIONS



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What would you recommend to improve the employment prospects of PWD jobseekers?

Top 3:

- Raise awareness among industries/sectors
- Provide skills training
- Create PWD job placement sites



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On a scale of 1 (strongly disagree) to 5 (strongly agree), should the Government grant more incentives to improve the employment prospects of PWDs?

4.26%

- Tax benefits, exemptions, deductions
- Free transportation services
- Free medicines, devices, life insurance
- Government recognition
- Subsidies on salaries, PWD facilities
- Trainings for PWDs (self-motivation, skills, livelihood)
- Grant small businesses to PWDs
- Facilities for recreation
- PWD-friendly environment
- Shorter working hours, rest days
- Equal treatment/moral support
- Work harder



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INCLUSIVE EMPLOYMENT



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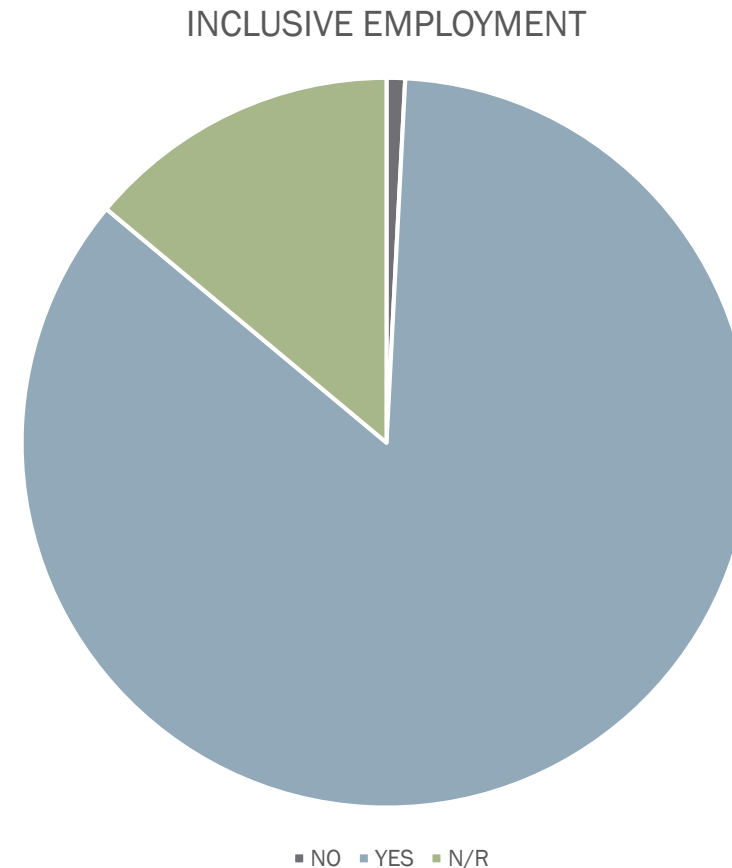


Are you willing to learn more about the concept of Inclusive Employment?

YES – 85.2%

NO – 0.8%

N/R – 13.9%

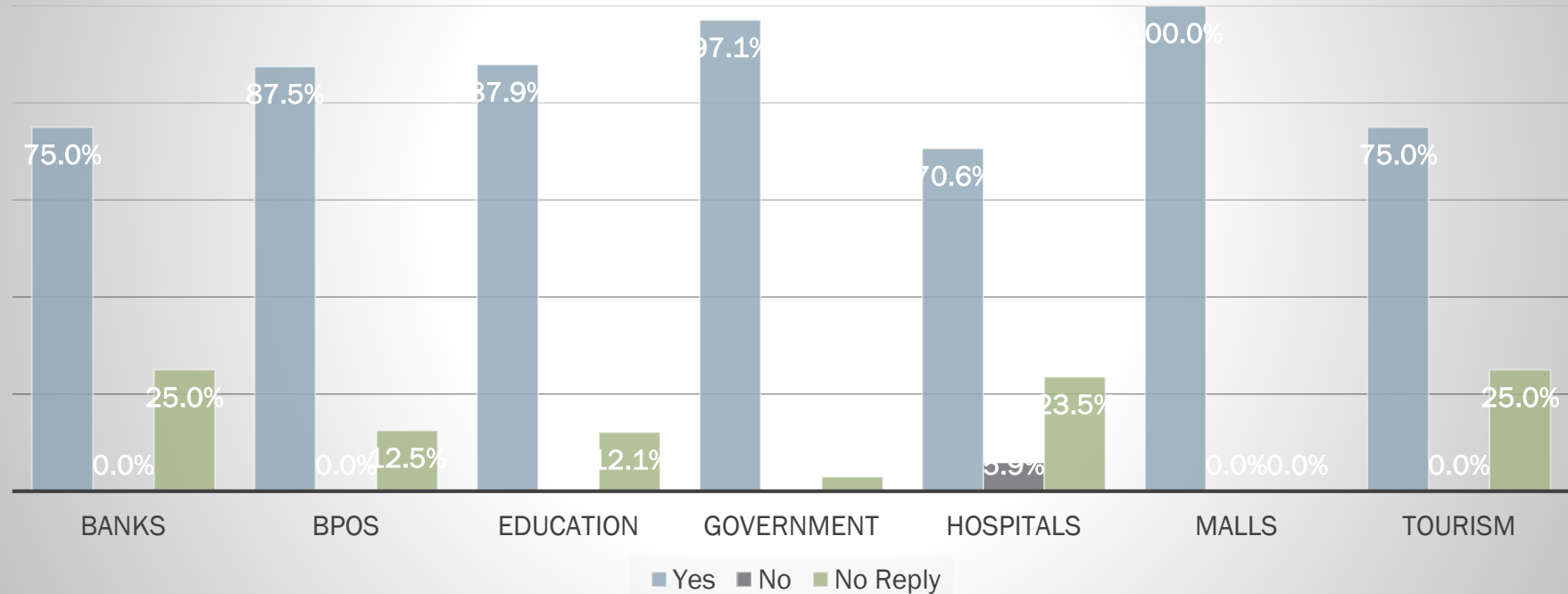


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Learning About Inclusive Employment



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On a scale of 1 (not interested) to 5 (very interested), how strong is your company or organization's interest in learning more about PWD sensitivity in the workplace?

3.90%



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1% COMPLIANCE

- Total No. of Employees: 55,559
- 1% Requirement: 556
- Actually Covered by R.A. 10524 (388 + 161) 549
- Actual PWD Employment (80 + 52) 132



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Recommendations

- Employers should be informed and educated about PWD rights to employment.
- Tax incentives attendant to hiring PWDs need to be further disseminated. In certain instances, however, it may need to be recalibrated.
- Government agencies value recognition and compliance with R.A. 10524 can be included in DILG or CSC awards.
- Study job contractualization because it may be another reason not to be covered by the law or PWDs may end up as victims thereof.



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Recommendations

- Study the supply side of the equation, i.e., from the PWD perspective, to analyse the reasons for the low intake of PWDs.
- To address job mismatch especially with PWDs, create job placement sites where PWD applicants and employers alike can browse the available skills with available jobs can help address this problem. TESDA can provide skills training that are in high demand in certain industries/sectors.



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Thank you!



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