

Republic of the Philippines  
Congress of the Philippines  
Metro Manila  
Fifteenth Congress  
Third Regular Session

Begun and held in Metro Manila, on Monday, the twenty-third day of July, two thousand twelve.

[ REPUBLIC ACT NO. 10524 ]

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decrees, executive orders, and rules and regulations inconsistent with the provisions of this Act are hereby repealed or modified accordingly.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

*Feliciano Belmonte Jr.*  
FELICIANO BELMONTE JR.  
*Speaker of the House of Representatives*

*Juan Ponce Enrile*  
JUAN PONCE ENRILE  
*President of the Senate*

This Act which is a consolidation of Senate Bill No. 3371 and House Bill No. 5475 was finally passed by the Senate and the House of Representatives on February 4, 2013 and February 5, 2013, respectively.

*Marilyn B. Barua-Yap*  
MARILYN B. BARUA-YAP  
*Secretary General House of Representatives*

*Edwin B. Belen*  
EDWIN B. BELLEN  
*Acting Senate Secretary*

APR 23 2013

Approved:

*Benigno S. Aquino III*  
BENIGNO S. AQUINO III  
*President of the Philippines*



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MARIANITO M. DIMAA  
DIRECTOR IV

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