

Effect of Employer's Perception of Persons with Disabilities Accommodation on Level of Compliance to Magna Carta for PWDs

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Abstract

Persons with disabilities are deprived of equal access to opportunities and resources in society more so over to the workplace. The environment and society dictate what they cannot do due to the presence of barriers to accessibility. These lapses were trying to be filled in by the private and government sector through the creation of policies and programs to eliminate discrimination thus promoting diversification. However, despite numerous laws and bills passed in Congress, poor implementation results in inefficiency. The study aimed to determine the effect of the perception of companies in terms of PWD accommodation in the workplace on the level of compliance with the Magna Carta for Persons with Disabilities (RA 10524). This study is grounded on the Social Model Theory of Disability discussing that inability of PWDs is a result of how the society was built and not because of their disability. A survey questionnaire was used to test the presented null hypothesis. Quantitative data were processed using the Statistical Package for Social Sciences (SPSS) and analyzed using simple regression analysis to determine if there is a statistically significant effect. Results revealed that employers' perception of PWD accommodation has no significant effect on compliance with the Magna Carta for People with Disabilities. Review of existing policies and procedures for companies who currently employ PWDs is recommended to check the accommodation needed in the workplace.

Keywords: Persons with disabilities (PWDs), Accommodation, Compliance, Magna Carta for PWD, Republic Act 10524, Republic Act 7277

1. Introduction

1.1. Background of the Study

The growing population of PWDs exposed to the unbiased world as they are deprived of opportunities, particularly employment (Cusi, 2021). Many PWDs are well capable of fulfilling tasks despite complexity, however some barriers hinder them to participate in the labor market such as social, economic, physical, and political conditions, and other factors (APINDO, 2020). These barriers are imposed by society itself as they are not made for the benefit of all, but only favor those without disabilities.

People with disabilities experience challenges in terms of finding and keeping jobs (Blanck et al, 2020). Based on the 2010 Census of Population and Housing, it is estimated that 1.57 percent of the population has a disability in the Philippines. The labor participation rate of PWDs in the Philippines decreased to 93.0 percent in January 2022 when the country was in the state COVID-19 pandemic from the estimated 95.5

percent rate in January 2019 which was the pre-pandemic period.

The government imposes rules and regulations to break the barriers faced by persons with disabilities in getting a job through the Magna Carta for PWDs or the enactment of RA 10524 – an amended provision of RA 7277. Lamoian Corporation is compliant pursuant to Carta for PWDs in terms of supporting the deaf and mute community for decades by hiring them and giving them opportunities (www.lamoian.com). The Citi hub supports disability inclusion by employing 16 persons with disabilities, while Caravan Food Group Inc. cares about inclusivity and employs primarily persons with disabilities, particularly the deaf, and those with autism and Down Syndrome (www.business.inquirer.net). SM Group provides employment opportunities to PWDs (Adel, 2018).

Despite the strong support from the government, still, a large portion of the PWDs remain unemployed. Data gathered by the Labor Force Survey (LFS) under the authority of the Philippine Statistics Authority (PSA) states that the PWDs unemployment rate accounted for 7.0 percent in January 2022, higher by 2.5 percentage points from the reported rate of 4.5 percent in the same period of 2019. Of the total unemployed PWDs reported in January 2022, 62.0 percent were males and 38.0 percent were females. On the other hand, unemployed male PWDs in January 2019 were recorded at 68.1 percent and 31.9 percent were female PWDs. As defined by the PSA, unemployed persons are those who did not have jobs or businesses who were available for work and were actively looking for jobs. The PSA conducted the National Disability Prevalence Survey (NDPS) in 2016 and discovered that 34% of those with severe disabilities and 13% with moderate disabilities find it extremely challenging to apply for and get a job. Some companies are not comfortable hiring PWDs despite the benefits that can be derived. Some are concerned about the costs of accommodating them without realizing the long-term advantages (Accenture, 2018).

Despite the government's urge in promoting equality for the group such as Magna Carta for Persons with Disability (2012) was passed to reserve a specific percentage of positions in government and private firms for PWDs; discrimination is still traceable. The government strongly supports the Disability Inclusion Plan of the International Labor Organization through the creation of bills that will reward those who abide while penalizing those who will violate. This study focuses on determining the effect of PWD accommodation in compliance with government rules.

This study promotes SDG Goal 8: Decent Work and Economic Growth, particularly on the contribution of PWDs in reducing the unemployment rate and driving economic growth. Persons with disabilities make up one-tenth of our population and can contribute in a significant way to the GDP of the country if their right to decent work is promoted and protected. Furthermore, this also promotes SDG GOAL 10: Reduced Inequality, particularly in promoting fair chances and opportunities among PWDs in terms of social inclusion.

Inclusion indicates eliminating discrimination thus promoting a fair and just opportunity for everyone despite of disability. This study can help PWDs reserve the right to be included and accommodated by recognizing them as part of the labor force. They have the right to receive the same opportunities and benefits as those without disabilities. Many people with disabilities want to work if opportunities are present (www.ilo.org). Nevertheless, due to the existence of barriers, despite of eagerness to be employed, they face rejection.

Companies will also benefit from this study in terms of discovering a new labor market for PWDs as a source of untapped human capital (Miethlich & Oldenburg, 2019). In addition, in the 2018 study of Accenture, business establishments employing PWDs have a positive impact on the growth of business as but not limited to, an increase in employee retention, improvement in business operations, and higher revenues.

Benefits from hiring PWDs include, but are not limited to, profitability, gaining competitive advantage, a more inclusive and diversified work culture, and ability awareness. Furthermore, PWDs gained life improvement through life and work opportunities as a key to quality of life, bolder self-confidence, expanding network, and a sense of belongingness (Lindsay et al, 2018). Successfully employed people with disabilities are great contributors to the success of the company as they are serious about their job (Martin & Honig, 2019). They tend to strive harder to prove to employers their capabilities. They usually stay longer in the organization due to difficulty in finding another job as not all companies are open to accommodating them (Thomas et al, 2021).

Results from the study of Marigu (2021) show that employers are not aware of what they can benefit from employing PWDs. This study promotes awareness of PWDs situation and how the community can help to improve their situation. This result also indicates that persons with disabilities are not aware of their incentives and benefits. PWDs can fulfill tasks with exemplary performance only if they were given opportunities to prove themselves and showcase their talents (Thomas, 2021). PWDs deserve to be treated fairly and receive the same salary and benefits without looking at their disability (www.ncda.gov.ph).

1.2 Research Frameworks

This study is anchored on the Social Theory of Disability by Mike Oliver (1986). Many persons with disabilities cannot fully participate not for the reason of incapacity but by the restrictions imposed by society reflecting that disability is a form of social oppression (Oliver, 1986). Basically, the Social Model states that disabilities are not the effect of limitations but rather the society's inability to provide adequate and appropriate services needed by persons with disabilities in partaking responsibilities in the community (www.thesocialcreatures.org). Our society is constructed by body-abled people thus those who cannot fit in are considered disabled (www.guides.library.illinois.edu).

PWDs' capacity depends on how the environment they live in provides access making them enable (Shahid & Zahid, 2021). The social theory of disability helps this study to identify the barriers set by society making them disabled. Likewise, this theory helped to create a basis for actions in eliminating barriers promoting equality and providing more control for PWDs. This can be addressed through a change of perspective in a way that society will carry the burden instead of the individual. This will be manifested by building an environment well suited for PWDs and everyone is enabled.

This study was guided by the conceptual framework presented in Figure 1. It is based on the study of Jimenez and Cabaluna (2021), "Magna Carta Act of Persons with Disability: An Investigation of Employment Accommodation of Industry and Its Relationship." According to their study, there is a strong positive correlation existing between variables, and statistically significant relationships were found between employers' perception of accommodation in terms of knowledge and compliance likewise perception of accommodation in terms of skills/competency and compliance. On the other hand, there was no significant relationship between the perception of employment accommodation in terms of knowledge and compliance with the Republic Act (RA) 10524.

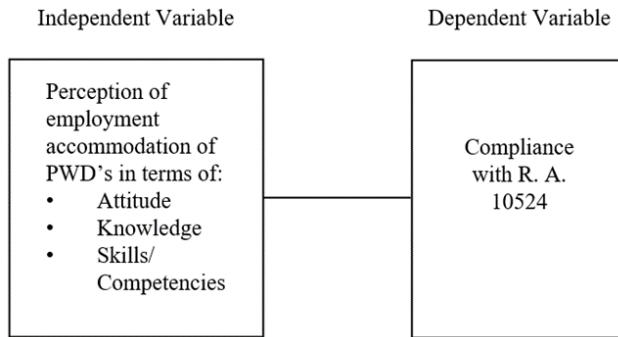


Figure 1. Conceptual Framework

Source: Jimenez, R.S., & Cabaluna, A.Y. (2021). Magna Carta Act of Persons with Disability: An Investigation of Employment Accommodation of Industry and Its Relationship

Based on the conceptual framework, this study generated an operational framework shown in Figure 2. It consists of two variables namely compliance with RA 10524 and the employer's perception regarding PWDs accommodation in terms of attitude, knowledge, and skills competencies. Employers' perception regarding PWDs accommodation served as the independent variable while compliance was the dependent variable.

The first variable pertains to the independent variable and tackles the employer's perception regarding PWDs accommodation. They require specific accommodations due to their conditions (Sampana & De La Cruz, 2020) and this equates to full access to facilities and amenities regardless of their disability. The second variable pertains to compliance with RA 10524 or the Magna Carta for PWDs and serves as the dependent variable that deals with measuring the amenability of the companies and establishments in complying with the government's rules and regulations.

The operational framework shows an arrow connecting from independent variable to the dependent variables reflecting a causal relationship.

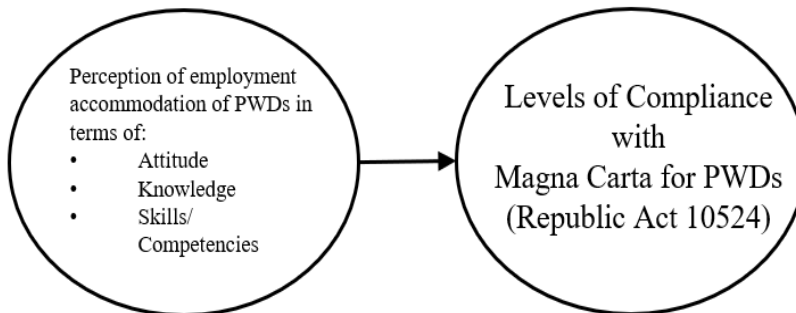


Figure 2. Operational Framework

1.3 Objectives of the Study

In general, the study determined the effect of employment perception of PWD accommodation on compliance with the Magna Carta for Persons with Disabilities or the Republic Act 10524. Specifically, the study aimed to achieve the following:

1. to determine the effect of employers' perception of accommodation of PWDs in terms of attitude, knowledge, and skills/ competencies the on level of compliance with Republic Act 10524.

1.4 Hypotheses

To address the need of the study, the null hypotheses below were tested:

H₀₁: Employer's perception of the PWDs' employment accommodation in terms of attitude, knowledge, and skills/competencies has no significant effect on levels of compliance with R.A. 10524.

2. MATERIALS AND METHODS

This study used a descriptive and causal research to determine the effect of employer's perception of PWDs accommodation on compliance with RA 10524. The researcher used 36-item survey questionnaire as the main instrument in gathering data. This study focused on the perspective of the Human Resource Managers or practitioners and employers themselves for small organizations as suggested by many studies to attain a more concise and reliable result of the research regarding the compliance and accommodation of PWD. Eighty-three human resource managers and employers from different organizations in Batangas served as the chosen respondents using snowball and purposive sampling considering it pertains to certain subjects particularly employment of PWDs. The sample population was chosen according to those who employ PWDs. Organizations comprise companies and establishments from different industries.

The majority of the respondents employed one PWD which is comprised of 55 establishments representing 66.27 percent out of 83 total respondents. Twelve and a five percent or 10 respondents have more than 5 PWDs employed. 9.64 percent of 83 respondents employ 2 PWDs. Seven out of 83 employ 3 PWDs which is 8.43 percent of the total population of respondents. Two and forty-one percent have 5 PWDs while 1.20 percent out of 83 respondents employ at least four PWDs.

Thirty-eight out of 83 respondents came from the government sector which represents the highest percentage gathering 45.78 percent. Followed by the service industry having 22.89 percent or 19 out of 83 respondents. Fifteen respondents came from the retail and wholesale industry or 18.07 percent of the total population of respondents. Unspecified industry or others have 6 respondents while the least respondents came from manufacturing, having 6.02 percent or 5 out of 83.

In terms of the size of the organization measured by the total number of employees in the branch or locality, 38.55 percent of respondents, or 32 comprise 1-9 of employees. Twenty-one respondents have between 10 to 49 employees or 25.30 percent of the total population of respondents. 14.46 percent represents twelve respondents who claim that they have more than 1000 employees. Ten of 83 respondents state that they are between 100 to 499 which equates to 12.05 percent of the composition. Ranging from 50 employees to 99 are 8 respondents or 9.64 percent out of the total population.

The survey instrument was adapted from the research study of Ricardo S. Jimenez and Alan Y. Cabaluna in 2021 entitled "Magna Carta Act of Persons with Disability: An Investigation of Employment Accommodation of Industry and Its Relationship." Part I and Part II were originally used in a study entitled "Determinants of Positive Employer Attitude toward Persons with Disabilities" of Saint Louis University – Baguio School of Accountancy and Business Management. A 5-point Likert scale evaluation method was used with 1 referring to "Strongly Disagree" and 5 for "Strongly Agree." Part III which pertains to the questions measuring compliance was made by Ricardo S. Jimenez and Alan Y. Cabaluna taken from Rule II Section I of RA 7277, Implementing Rules and Regulation (Equal opportunity for Employment). A 5 -point Likert scale evaluation method was used with 1 referring to "Non-Compliant", 2 as "Somewhat Compliant", 3 as "Almost Compliant", 4 referred to as "Compliant", and 5 as "Highly Compliant." Descriptive statistics were computed to determine the means and standard deviation of each variable and descriptive and causal analyses were conducted to identify the relationships among each of the variables measured.

Table 1. Questionnaire Specification

Part	Variable	Item No.
I.	Demographic Profile	
II.	Accommodation	1 to 25
III.	Compliance	26 to 36

The instrument passed the pretested survey among 20 employers resulting in Cronbach's alpha of 0.700 for accommodation questions and compliance questions with 0.772. Answers from questions that are in negative form were reversed in order to achieve accurate results in terms of consistency.

The mean range and verbal interpretations are shown in Table 2. A verbal interpretation was used to analyze the numeric data presented in the descriptive statistics.

Table 2. Present mean range and verbal interpretation

Mean Range	Verbal Interpretation on Accommodation	Verbal Interpretation on Compliance
4.21 to 5.00	Very High	Highly Compliant
3.42 to 4.20	High	Compliant
2.61 to 3.40	Moderate	Almost Compliant
1.81 to 2.60	Low	Somewhat Compliant
1.00 to 1.80	Very Low	Non-Compliant

Challenges were encountered while conducting data gathering. Due to data protection, many manufacturing companies located at the industrial parks refused to participate in the research study. Persons with Disability Affairs Office in Sto. Tomas City became the data source of which companies in Batangas employs PWDs. Unfortunately, the office does not possess the database needed for the study except for the personal file of each PWD on their list. Each profile was reviewed and checked to see the companies they belong to for those who declared they are employed. Companies and establishments identified individually seek their consent if they are willing to participate in the study. The researcher seeks referrals from the respondents of other companies employing PWDs. The process went on until the target number of respondents was achieved. Data were gathered utilizing face-to-face interaction and answering the survey

through online platforms, particularly google forms.

2.1 Ethical Considerations

This study fully complied with ethical considerations based on the codes of ethics of research of The PNHRS Act of 2013 (RA 10532). A letter was sent to each company to seek their consent in participating in the study providing options of hiding their identity or writing it down. The letter includes assurance of confidentiality of information and data gathered during the collection of data following the Data Privacy Act of 2011. A Google form was also used in the study and a page containing information about what is the survey all about, the need to conduct data gathering, and what is it for was presented before the pages of questions. Participants have the right to withdraw their participation in the study at any time. In exchange for participating in the study, the results were offered and shared with participants including the company for the benefit of decision-making basis. As part of the study, each participant received a letter that explains the nature, purpose, and scope of this study. It is the responsibility of the researcher to explain, discuss in detail, and communicate the results of the study to each participant.

3. RESULTS AND DISCUSSION

This study presents the employers' preference for PWDs profiles to be hired in the company. Data were computed using frequencies and percentages to showcase the descriptive characteristics.

In terms of gender, the majority of the respondents are males with 51.81 percent over 40 respondents or 48.19 percent favoring females.

While the highest portion of respondents or 34 out of 83, agree of attaining at least a high school graduate increases the chance of getting employed. Twenty-one respondents would consider college graduates or beyond. 18.07 percent say they do not require any educational attainment to perform the tasks. Vocational finishers are favored by 10 respondents while three require at least an elementary graduate.

With regards to the type of disability, 35 respondents are willing to accommodate motor disability presents the highest preference. Twenty-three prefer PWD with a hearing disability while 19.28 percent out of 83 respondents would like to hire PWDs with visual impairment. The last preference is the learning type of disability having 9 frequencies.

Thirty-nine respondents state that they do not mind employing PWDs having less or no working experience. Beyond 5 years of working experience dominates the 26.51 percent of 83 respondents. 17 establishments prefer at least a year of working experience to 2 years while 6.02 percent or 5 respondents require at least 3 years to 5 years of working experience.

Table 3 shows the descriptive statistics of each variable used in this study.

Table 3. Descriptive Statistics

Variable	Mean	Standard Deviation	Interpretation
Accommodation	3.69	0.428	Very High
Compliance	3.71	0.665	Compliant

Based on the results, respondents have a high level of perception of accommodation with a total mean of 3.21 and a standard deviation of 0.458. Perceived employment accommodation refers to how employers think about providing a fair and just safe space and environment where PWDs can perform to their full potential without looking at their disability. Employers understand the concept and idea of providing accommodation using attitude, knowledge, and skills indicators. This reveals that employers are aware of what persons with disabilities need and how they can fit not only in the workplace but more applicable in society.

Table 4 portrays the respondents' perception towards employment accommodation in terms of persons with disabilities attitudes to the workplace.

Table 4. Perception of the employment accommodation in terms of attitude

Perception of the Levels of Employment Accommodation in Terms of Attitude	Mean	Standard Deviation	Interpretation
PWDs display commitment and dedication to their jobs	4.43	0.65	Very High
Employment enables PWDs to lead relatively normal lives	4.41	0.68	Very High
Other employees are willing to work with PWDs	4.37	0.69	Very High
Exposing to PWDs in a job setting promotes positive attitudes in other employees.	4.33	0.70	Very High
PWDs are usually loyal to the company	4.16	0.77	High
PWDs cooperate more on the job	4.12	0.82	High
Employing PWDs enhances the company's image	4.11	0.83	High
Other employees find it frustrating to work with PWDs	3.67	1.12	High
PWDs make other employees uncomfortable	3.67	1.09	High
PWDs present absence and punctuality problems to the employer	3.66	1.14	High
Other employees are not likely to interact with PWDs in the workplace or elsewhere	3.65	1.19	High
PWDs quit their jobs sooner than others	3.42	1.16	High
<i>Composite Mean</i>	<i>4.00</i>	<i>0.50</i>	<i>High</i>

Research results unveil that according to employers, PWDs are committed and dedicated to the tasks assigned to them which reflects that work is an important part of their lives (Nogueira & Sousa, 2021). This is supported by Analuisa-Zumba et al (2020), stating that co-workers of PWDs believe that the latter is committed and dedicated to performing their tasks. "PWDs quit their jobs sooner than others" has the lowest mean and it is reversed coded thus actual mean is 2.57 indicating that respondents have low acceptance of the statement. This result is consistent and supports the statement with the highest mean that they tend to render longer years of services.

Table 5 presents the respondents' perception towards employment accommodation in terms of persons with disabilities knowledge of the job and tasks in the workplace.

Table 5. Perception of employment accommodation in terms of knowledge

Perception of Employment Accommodation in Terms of Knowledge	Mean	Standard Deviation	Interpretation
Income from employment can change the quality of life for PWDs	4.18	0.83	High
Customers show negative responses or discomfort toward PWDs in the company	3.77	0.94	High
Employing PWDs takes jobs away from non-handicapped individuals	3.67	0.95	High

PWDs are dependable employees	3.55	1.08	High
PWDs require closer supervision in the workplace	3.13	1.09	Moderate
PWDs are willing to take on less desirable jobs in the company	3.06	0.97	Moderate
<i>Composite Mean</i>	<i>3.56</i>	<i>0.56</i>	<i>High</i>

They agreed that PWDs can improve the quality of their life by earning income from employment. Employment is vital for people with disabilities as it provides a path toward success and quality of life (Su et al, 2022). Respondents display disagreement that customers are uneasy or uncomfortable and they tend to show negative responses toward PWDs in the company. Instead, respondents agree that they are earning a competitive advantage by attracting new types of consumers and achieving higher customer satisfaction and loyalty (Lindsay et al, 2018).

Table 6 presents the respondents’ perception towards employment accommodation in terms of persons with disabilities skills in the workplace.

Table 6. Perception on employment accommodation in terms of Skills

Perception on Employment Accommodation in Terms of Skills	Mean	Standard Deviation	Interpretation
It’s fair to make special accommodations for PWDs in the workplace	3.76	0.94	High
Working with non-handicapped employees will only frustrate PWDs	3.67	0.99	High
Most of the company are concerned over additional health and safety measures in hiring PWDs	3.63	0.91	High
Working with a PWD gives unnecessary challenge or burden to another employee	3.60	1.05	High
Other employees feel that the separation of duties and responsibilities of PWDS is not fair	3.49	1.04	High
Employment of PWDs would increase business costs	3.35	1.06	Moderate
Companies enjoy tax reductions from the government in hiring PWDs	3.08	0.89	Moderate
<i>Composite Mean</i>	<i>3.51</i>	<i>0.43</i>	<i>High</i>

Respondents agreed on providing special accommodation in the workplace for PWDs is just fair. For instance, the assignment of tasks that well suited to their capacity extracts how well PWDs are in performing their jobs (Seva, 2020). Non-handicapped employees also disagree that PWDs are frustrating as a co-worker and that they make them uncomfortable as PWDs bring positivity to the workplace (Goncalves et al, 2021). In addition, most of the respondents are worrying about the additional business cost of providing reasonable accommodation. However, according to Fisher and Connelly (2020), employees with disabilities give higher monetary benefits to the organization resulting from average to above-average work performance and lower turnover costs. The statement with the lowest mean, "Companies enjoy tax reductions from the government in hiring PWDs" explains that employers are unaware of the benefits that PWDs get from the government.

Table 7. Compliance with the Magna Carta for PWDs

Compliance with the Magna Carta for PWDs	Mean	Standard Deviation	Interpretation
The Company or organization provides equal compensation, such as salary, wage, or other forms of remuneration and fringe benefits, to a qualified PWD employee than the non-disabled	3.99	1.03	Compliant
The company or organization does not favor a non-disabled employee over a qualified disabled employee with respect to promotion, training opportunities, study, and scholarship grants, solely on account of the latter's disability;	3.89	1.00	Compliant
The company or organization does not dismiss or terminate the services of a disabled employee by reason of his disability despite satisfactory performance	3.89	1.04	Compliant
The Institution or organization doesn't limit, segregate or classify a disabled job applicant in such a manner that adversely affects his work opportunities;	3.86	0.94	Compliant
The company or organization re-assigns or transfers a disabled employee to a job or position he can perform by reason of his disability;	3.78	0.99	Compliant
The organization includes the disabled person in membership in labor unions or similar organizations	3.75	1.01	Compliant
Selecting or administering in the most effective manner an employment test which accurately reflect the skills, aptitude, or other factor of the disabled applicant or employee that such test purports to measure the skills, rather than the impaired sensory, manual, or speaking skills of such applicant or employee	3.73	0.93	Compliant
The company hires/ reserves at least 1% in more than hundreds of employees in positions for persons with disability in the company.	3.57	1.00	Compliant
The company does not utilize standards, criteria, or methods of administration that can affect discrimination on the basis of disabilities.	3.48	1.09	Compliant
The institution sets qualification standards, employment tests, or other selection criteria that screen out or tend to screen out disabled persons even if it is job-related and consistent with business necessity.	3.47	1.16	Compliant
The company does not utilize standard, criteria, or method of administration that perpetuates the discrimination of others who are subject to common administrative control.	3.37	1.07	Almost Compliant
<i>Overall</i>	<i>3.71</i>	<i>0.665</i>	<i>Compliant</i>

Results presented in Table 7 show that respondents are "Compliant" with the Magna Carta for Persons with Disabilities as interpreted based on a mean of 3.71 and a standard deviation of 0.665. Employers tend to settle on the minimum requirement as the government is only encouraging private companies to comply with Magna Carta for Persons with Disabilities instead of making it mandatory. Based on this, establishments have met most all of the applicable standards or provisions with regard to compliance with the Magna Carta for Persons with Disabilities.

The most agreeable statement is that there is no discrimination towards salary and benefits that the company provides. The incapacity of the PWDs is not a consideration of what they are eligible to receive and benefit from the company. Employees with a disability did not allow their disabilities to hinder what they are

capable of. Most of the respondents came from the government sector and they strictly implement the fair and just employment process. This is supported by the statement with the second highest mean that discusses fair treatment among employees regardless of disability. It states that the organization has fair treatment and judgment concerning promotion, training opportunities, and study grants regardless of what PWD is cannot do. According to the study by Tamunomiebi and John-Eke (2020) one of the emerging challenges in achieving workplace diversity is the presence of discrimination.

Table 8 presents the regression matrix, showing the effect of employers' perception of employment accommodation on compliance with the Magna Carta for Persons with Disabilities.

Table 8. Effect of employers' perception of employment accommodation on level of compliance with RA 10524

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Interpretation	
	B	Std. Error	Beta				
1	(Constant)	2.784	0.631	4.409	0		
	Perception on PWDs Accommodation	.250	0.170	0.161	1.473	0.145	Not Significant
R² = 0.026		F = 2.168		P-value = 0.145			

Dependent Variable: Compliance with Magna Carta for PWDs

Table 8 shows the coefficient of determination r^2 quantified as the portion of the variance in Compliance. The computed r^2 of 0.026 proposes that around 2.6% of the variance in compliance with the Magna Carta for Persons with Disabilities is explained and accounted for by its association with measures of employers' perception of accommodation. While on the other hand, 97.4% of the variance cannot be explained by perceptions.

The regression equation shown in Table 9 reveals that measures of employers' perception of accommodation have an effect on compliance. A 1-unit increase in employers' perception of accommodation results in a 0.25 increase in compliance with the Magna Carta for Persons with Disabilities. However, this indicates that employers' perception of accommodation has no significant effect on compliance with the Magna Carta for Persons with Disabilities. The associated probability value of 0.145 is higher than the significance level set at 0.05.

It could be signified that any changes made therein of organizations' perception of PWDs accommodation were not affected by being compliant with the imposed rules and regulations. This result was opposed by the result of Jimenez and Cabaluna's study stating that there was a significant relationship between employers' perception of employment accommodation of PWDs and their compliance with RA 10524 explains that the organizations play a vital role in promoting the welfare of the PWDs.

Employers understand and accept the needed accommodation of the PWDs in the workplace, however, this does not mean that they have to comply with the existing rules and regulations imposed by the government. This reflects the current situation of PWDs in the workplace. Employees with disabilities are not provided with much-needed accommodation due to the presence of barriers which are not included in this study. A study conducted in China by Zhong-Ming, et al (2021) tackles the effectiveness of the government employment support system and they found that it is out of priority, government organizations are reluctant to extend effort than expected as this will not form part of their performance evaluation, and lastly, there is lack

of sustainability and self-interest cannot be eliminated.

Findings show that employers generally are driven by diversity and inclusion of the minority group despite the presence of limitations and challenges in the implementation. One of the top three barriers reported is that employers believed that PWDs are not productive keeping them from being hired (Nagtegaal et al, 2023). This can be argued by the inability to identify the right job for them by eliminating the disability part of the task. Research results unveil that according to employers, PWDs are committed and dedicated to the tasks assigned to them which reflects that work is an important part of their lives (Nogueira & Sousa, 2021). Employers are law-abiding thus they tend to hire PWD if mandated (Nagtegaal et al, 2023). Existing rules are embossed with the term encourage and it is way different in imposing penalties for those non-abiding.

3.1 Conclusion and Recommendations

Providing accommodation and an inclusive environment for persons with disabilities creates challenges for both private and government sectors. Systematic and availability of the data regarding persons with disabilities remains a challenge to the government given the demographic constraint of the country.

The majority of the respondents came from the government sector. Persons with a disability may prefer working in the government as they perceived it to provide better accommodation, health assistance, and lower cases of discrimination (Bonaccio, 2019), while more than half of the total respondents employ at least one person with a disability. Data also reveals that the highest number of respondents are from small organizations, consisting of not more than nine employees in total. Employers preferred males over females and at least high school graduates and even without working experience. Most of them also opt to hire applicants with motor disability.

Based on the findings of the research, employers' perception of employment accommodation has no significant effect on compliance with the Magna Carta for Persons with Disabilities indicating that there may be other factors that can affect this, therefore this study failed to reject the hypothesis.

Government plays a vital role in promoting inclusion as a result of this study. The rules and regulations they are creating affect the perceptions of employers, thus, affected employers' implement changes to the organizations.

For those who wish to employ persons with disabilities, they may consider reviewing Magna Carta for Persons with Disabilities and other related laws involved for more information on the benefits they can get, and any penalties imposed. In the same way, it is suggested that the government may opt to strengthen the Magna Carta for PWDs or RA 10524 by way of enhancing more of the rewards system and imposing penalties for non-abiders. This attracts more establishments to be compliant. Furthermore, mandating this republic act instead of encouraging might help the minority group to be included in the workforce diversity.

The government is also suggested to focus on establishing a solid database of information about people with disabilities that will help the organizations to identify the needs and help they can provide. This can also guide the government in developing the right programs for the disability.

Organizations that currently employ PWDs are recommended to conduct a review of their current policies and procedures on how they can assist employees with disabilities in performing their tasks by providing reasonable accommodations. For instance, further understanding of different types of disability and determining what kind of task is suited for the PWD employee. This was discussed further in the Capstone

Project Action Plan found in Appendix C.

Further studies are also suggested to fill the research gap regarding the association of type of disability to the type of jobs/tasks. Future researchers might want to consider the existing barriers to the accommodation of PWDs not only in the employment sector but on the larger scale of the whole aspect of society.

3.2 Limitations of the Study

This study is bounded by recognized limitations. The level of compliance was measured in terms of the perception of the respondents on the survey items. Compliance was measured on 5-Point Likert Scale and later interpreted according to the mean range. Furthermore, the research study was conducted in the locality of Batangas and targeted business establishments and organizations. The data collection was limited to organizations that employ at least one PWD.

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