

Factors Affecting Employability of Differently-abled Persons (Daps) in The Local Government Sector of Calbayog, Philippines

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ABSTRACT

This research aimed to study the factors affecting the employability of differently-abled persons (DAPs) in the local government sector of Calbayog City. Specifically, it sought to determine how the employability of the DAPs in the local government sector in Calbayog City is affected in terms of individual factors, management factors, and external factors. The study used a descriptive survey method with a researcher-made questionnaire. It included supervisors, non-DAP employees, and DAP employees from different local government offices in Calbayog City. Total population sampling was used for supervisors, and stratified random sampling was used for other employees, resulting in a sample size of 282. Statistical methods such as frequency distribution, T-test, Z-test, Pearson Correlation, Chi-square test, and multiple responses were used for data analysis. Findings revealed that most respondents were 22-30 years old, male, single, visually and hearing impaired, held a bachelor's degree, were permanent employees, and were assigned to offices. DAPs were greatly affected by individual and management factors and moderately affected by external factors. The study confirms Michael Oliver's theory of the Social Model of Disability, that what makes someone disabled is not their medical condition but the attitudes and structures of society towards them, and that correcting these would improve the acceptability of DAPs into mainstream society.

RESUMO

Esta pesquisa teve como objetivo estudar os fatores que afetam a empregabilidade de pessoas com deficiência (PCDs) no setor público municipal de Calbayog. Especificamente, buscou-se determinar como a empregabilidade das PCDs no setor público municipal de Calbayog é afetada por fatores individuais, fatores de gestão e fatores externos. O estudo utilizou um método de pesquisa descritiva com um questionário elaborado pelos pesquisadores. A amostra incluiu supervisores, funcionários não-PCDs e funcionários PCDs de diferentes órgãos do governo municipal de Calbayog. A amostragem por população total foi utilizada para os supervisores, e a amostragem aleatória estratificada foi utilizada para os demais funcionários, resultando em uma amostra de 282 participantes. Métodos estatísticos como distribuição de frequência, teste t, teste z, correlação de Pearson, teste qui-quadrado e análise de respostas múltiplas foram utilizados para a análise dos dados. Os resultados revelaram que a maioria dos respondentes tinha entre 22 e 30 anos, era do sexo masculino, solteira, possuía deficiência visual e auditiva, tinha diploma de bacharelado, era funcionária efetiva e estava alocada em órgãos públicos. Os Programas de Assistência ao Deficiente (PAD) foram fortemente influenciados por fatores individuais e de gestão, e moderadamente por fatores externos. O estudo confirma a teoria do Modelo Social da Deficiência de Michael Oliver, segundo a qual o que torna alguém deficiente não é sua condição médica, mas sim as atitudes e estruturas da sociedade em relação a essa pessoa, e que a correção desses fatores melhoraria a aceitação dos PAD na sociedade em geral.

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Introduction

Differently-abled people (DAPs), also known as people with disabilities (PWDs), have remained one of the most vulnerable and unheard voices in our society (Dianito, et al, 2021). According to the World Health Organization (WHO) 2011 Report on Disability, they experience inequality, violation of dignity, and deprivation of autonomy. While the government offers a variety of employment-related programs and services aimed at promoting and protecting the rights of people with disabilities, it is unfortunate that they continue to face discrimination in educational and employment settings, as well as barriers to social participation, when compared to able-bodied people (Figueroa, et al., 2016).

In 2011, WHO emphasized that the employment rate for DAP varies by nation, with a larger percentage of jobless DAP being common. The DAP is dealing with a number of concerns, including employment disparities and high poverty rates as well as economic uncertainty (Vallas, et al., 2015).

In the Philippines, the percentage of PWDs engaged in different government and non-government organizations is low. About 80 percent to 90 percent of people with impairments of working age are jobless. The apparent lack of understanding about initiatives aimed at improving the well-being of PWDs has been cited as one of the reasons for their being “left out” (Tabuga, 2010).

In Calbayog City, a number of DAP workers can be found in the different government offices, assigned to different jobs and positions. While they are currently employed despite their being a DAP, the numbers as a percentage to total (less than 10% according to records from the HR dept. of the LGU) seems to jibe with Tabuga’s study. As to why it is that way is the question that prompted this research undertaking.

It aims to investigate what factors affect the employability of a differently abled person. It is believed that the data and findings would assist DAPs in determining what skills and requirements they should possess in order to obtain the position, as well as act as a guide for local government offices in Calbayog City in improving the delivery of their services, particularly to DAPs. In addition, this paper will be pioneering this topic as currently, no studies have been conducted in Calbayog City regarding factors affecting the employability of DAPs in the local government sector.

This research aimed to study the factors affecting the employability of differently-abled persons (DAPs) in the local government sector of Calbayog City. Specifically, it sought to determine how the employability of the DAPs in the local government sector in Calbayog City is affected in terms of individual factors, management factors, and external factors.

Theoretical Framework

This research is anchored on the theory of the Social Model of Disability as presented by Michael Oliver (1990). In addition, to assist DAPs in their journey towards social acceptance, Philippine Republic Act No. 7277, otherwise known as the Magna Carta of Disabled Persons was also considered in this paper.

Michael Oliver in his theory of the Social Model of Disability, proposed that what makes someone disabled is not their medical condition, but the attitudes and structures of society towards them, and that correcting these would improve the acceptability of DAPs into mainstream society. The social model of disability identifies systemic barriers, derogatory attitudes, and social exclusion (intentional or inadvertent), which make it difficult or impossible for individuals with impairments to attain their valued functioning.

The social model of disability diverges from the dominant medical model of disability, which is a functional analysis of the body as a machine to be fixed in order to conform with normative values. While physical, sensory, intellectual, or psychological variations may cause individual functional limitations or impairments, these do not necessarily have to lead to disability unless society fails to take account of and include people regardless of their individual differences (Lisicki, 2015).

The social model of disability is based on a distinction between the terms impairment and disability. In this model, the word impairment is used to refer to the actual attributes (or lack of attributes) that affect a person, such as the inability to walk or breathe independently. The word disability is used to refer to the restrictions caused by society when it does not give equivalent attention and accommodation to the needs of individuals with impairments (Oliver, 1990).

As a simple example, if a person is unable to climb stairs, the medical model focuses on making the individual physically able to climb stairs. The social model tries to make stair-climbing unnecessary, such as by making society adapt to their needs, and assist them, by replacing the stairs with a wheelchair-accessible ramp. According to the social model, the person remains impaired with respect to climbing stairs, but the impairment should no longer be considered disabling in that scenario because the person can get to the same location without climbing any stairs (Oliver, 1990).

The topics in the social model of disability are numerous and varied. They cover a lot of areas, from medical, psychological, societal and many more. For this paper however, the focus will be on the areas about the employability of DAPs. It will discuss three key areas that determine the employability of a DAP namely: individual factors, management and external factors (Lisicki, 2015).

Individual Factors

Studies on individual factors made by Brostrand (2006) and the Centers for Disease Control and Prevention (2019) stated that stereotypes, stigma, prejudice, and discrimination are barriers to societal participation for people with disabilities, preventing them from reaching their full potential and overall well-being. This was corroborated by Gachalian, et al., (2014) and Yap, et al., (2009), who said that unfavorable attitudes regarding one's own impairment, as well as a lack of awareness about one's rights, might impede integration.

Negative attitudes should be detected and addressed in order for a DAP to have better social integration and quality of life (Toritsyn and Kabir, 2013). Similarly, it also promotes social business as a new option for individuals with disabilities to enhance their quality of life while also boosting their income and well-being. It represents a movement in society views away from viewing the disabled as a burden and toward considering them as social assets. Being disabled does not imply being a burden. Social enterprises for disabled persons help us learn about their strengths and values. This will be a tool that empowers the disabled by offering instruction and direction. It reduces discrimination, increases acceptance, and supports people in becoming equal members of society (Pruettikommon and Louhapensang, 2018)

According to the research of Chi and Qu; Levy, Jessop, Rimmerman, Francis, and Levy, as referenced by Gatchalian et al. (2014), many employers discovered that PWDs are valued employees in the organization because they are loyal, dependable, productive, and cooperative. PWDs also have a superior attendance rate than their non-disabled counterparts. Furthermore, Hernandez, McDonald, Divilbiss, Horin, Velcoff, and Donoso (2008) and Kulkarni and Gopakumar (2014) discovered that employees with impairments had higher levels of emotional attachment to their firm than their non-disabled counterparts.

Management

In terms of management, various studies have revealed that there are two schools of practice: the negative perception and the positive outlook. In the negative perception practice, employers were hesitant and unwilling to accommodate PWD in the workplace for various reasons, real or unreal. This is one of the causes contributing to the low employment rate of people with disabilities (Chi & Qu 2003; Honey Meager, & William, 1993; Mansour, 2009; Rimmerman, 1998; Unger, 2002 as cited by Gatchalian et al. 2014). Lengnick-Hall, Gaunt, & Kulkarni (2008) and Gaunt & Lengnick-Hall (2014) found out that managers believed that PWD would have a negative impact on their co-workers.

This unfair perception of employees with disabilities often paints them as problem employees by some managers (Jans, et al., 2012). Similarly, PWDs are regarded as slow workers, having more absenteeism, and often being late to work (Groschl, 2013; Hernandez, et al 2011; Kaye et al. 2011).

There are however many managers who are able to see beyond the physical disabilities of DAPs. They are able to see other potentials in them that the company might be able to use. Desk jobs for example that utilize computers are perfect areas where DAPs are able to compete with physically abled persons on a level playing field. Similarly, the position of job interviewers affords DAPs an opportunity to function as a “normal” employee as it does not necessitate strenuous physical movement. This positive outlook has resulted in the employment of DAPs in many business organizations and academic institutions. Their employment has given them a chance to live, grow, and receive just and fair treatment at work (Adao, et al., 2018).

External Factors

This factor refers to a barrier-free environment that would provide DAP access to public and private buildings and businesses by providing the necessary infrastructure to enable them to physically reach their destination without much physical strain. In the Philippines, this is embodied in Batas Pambansa Bilang 344, also known as the "Accessibility Law." In terms of external factors, Tabuga (2013) stated that upgrading local infrastructure such as roads and ramps will assist PWDs in their efforts to engage in the social and economic activities of society, as well as increase the overall well-being of the community. Moreover, the National Council on Disability (2010) recommends in their report that infrastructure buildings and transit networks be totally accessible if PWDs are to make major employment gains.

The Department of Transportation should be at the forefront, paving the way for transportation concerns to be resolved. Similarly, Ahmed, Awad, and Yaacob (2014) emphasized that everything beneficial for the PWD is good for everyone, hence they advocated that the Universal Design (UD) principle be implemented through the provision of a friendly built environment for all and that a bottom-up approach, rather than a top-down approach, be used to allow the PWD to contribute to policy making with respect to their care.

This paper also included the role of Republic Act No. 7277, otherwise known as the Magna Carta of Disabled Persons. Particularly Section 32 of RA No. 7277 (Discrimination on Employment) and Section 5 of RA No. 7277 (Equal Opportunity for Employment) in seeing to it that DAPs get an equal chance towards employment and non-discriminatory practices in workplaces.

This vital law, particularly Section 32 of RA No. 7277 (Discrimination on Employment), was created by the Philippine government in order to protect the rights, welfare, and conditions of persons with disabilities or differently-abled persons. This law provides that, no entity, whether public or private shall discriminate against a qualified disabled person by reason of disability in regard to job application procedures, the hiring, promotions, or discharge of employees, employee compensation, job training, and other terms, condition, and privileges of employment disabilities (PWD) or differently abled person (DAP).

Section 5 of RA No. 7277 (Equal Opportunity for Employment) provides that, no disabled person shall be denied access to opportunities for suitable employment. A qualified disabled employee 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. Five percent (5%) of all casual emergency and contractual positions in the Department of Social Welfare and Development; Health; Education, Culture and Sports; and other government agencies, offices or corporations engaged in social development shall be reserved for disabled persons. And amending law RA 10070 otherwise known as "An Act Establishing an Institutional Mechanism to Ensure the Implementation of Programs and Services for Persons with Disabilities in every Province, City, and Municipality.

Methodology

The descriptive survey approach was used in this study. The primary data-gathering tool was a researcher-made questionnaire. Interviews were also done to clarify responses, verify respondents' answers, and gather additional information.

The study was conducted in Calbayog City, particularly in various local government sectors of Calbayog City. The study's respondents included supervisors, non-DAP employees, and DAP employees of Calbayog City's different local government offices. The researcher employed total population sampling to identify supervisors and stratified random sampling to identify employee respondents, given the fact that the Local Government Unit of Calbayog has 28 offices and a total employee population of over a thousand. As a result, the researcher utilized Raosoft software, an online sample size calculator, to calculate the sample size for employee respondents, using the following parameters: margin of error of 5%, confidence level of 95%, and population size of 1,053. The Raosoft program calculated the sample size to be $n=282$.

Results and Discussion

The results were then statistically treated, analyzed, and interpreted, and served as the basis for the study's findings and recommendations.

Based on the information provided in the instrument as answered by the respondents, the data is given in a tabular form. The data tabulation and analysis were provided for the readers' easy of interpretation and understanding. This was composed of two parts.

The first part of the study delves into the respondents' profiles in terms of age, sex, civil status, impairment, highest educational attainment, tenure of service, and job designation. It also addresses the extent to which various factors, such as individual factors, management factors, and external factors, have an influence. The second part discusses the relationship between the respondents' profile and the factors affecting the employability of the DAP. Lastly, it focused on the problems encountered by the supervisor in hiring the DAP.

Profile of the respondents

The discussion of the profile of the respondents was addressed on their personal details such age, sex, civil status, impairment, highest educational attainment, tenure of service, and job designation.

The respondents were the supervisors of the several offices of the Calbayog City Local Government, Non-DAP employees, and DAP employees. Given that the Local Government Unit (LGU) of Calbayog City consisted of 28 offices and that the total number of employees in all of these offices was well over a thousand, total population sampling and stratified sampling were utilized, respectively.

Profile of the respondents- Supervisor

Table 1 shows the profile of the supervisor-respondents. The investigated profile only includes the following aspects: sex, civil status, tenure of service, and work designation.

Table 1

Frequency and Percentage Distribution on the Profile of Supervisors Employed in Local Government Sector in Calbayog City

SEX	N	%
Male	15	53.6%
Female	13	46.4%
<i>Total</i>	28	100.0%
CIVIL STATUS	N	%
Single	8	28.6%
Married	18	64.3%
Widowed	2	7.1%
<i>Total</i>	28	100.0%
TENURE OF SERVICE	N	%
Permanent	28	100.0%
<i>Total</i>	28	100.0%
WORK DESIGNATION	N	%
CVO-CGADH-1	1	3.6%
OIC-CGDH -1	1	3.6%
CLO-CGADH 1	1	3.6%
CGDH 1/CEO	1	3.6%
CGDH 1/CTO	1	3.6%
CGDH 1/CHO	1	3.6%
CITY ASSESSOR/CGDH 1	1	3.6%
CGDH 1/CEEDMO	1	3.6%
CGDH 1/CITY MAYOR'S OFFICE	1	3.6%
CGDH 1/CITY TREASURER	1	3.6%
CGADH 1/CENRO	1	3.6%
OIC-CITY LIBRARIAN	1	3.6%
CDAPRO OFFICER	1	3.6%
OIC-CGDH -1 (OSM)	1	3.6%
CITY ASSISTANT HEALTH OFFICER III (CGADH I)	1	3.6%
CACO-CGADH I	1	3.6%
CGADH I, CITY MAYOR'S OFFICE	1	3.6%
SANGUNIANG PANGLUNGSOD MEMBER	1	3.6%
CITY ADMINISTRATOR-CGDH I	1	3.6%
CGADH-CITY COOPERATIVE OFFICE	1	3.6%
CITY POPULATION OFFICE-CGDH I	1	3.6%
CSWD OFFICE-CGDH I	1	3.6%
CITY HOUSING OFFICE-CGDH I	1	3.6%
OSCA-HEAD	1	3.6%
CGADH-I	1	3.6%
CITY AGRICULTURE OFFICE-HEAD	1	3.6%
SUPERVISING ADMIN OFFICER-OIC	1	3.6%
OIC-CHROMO/CGADH I	1	3.6%
<i>Total</i>	28	100.0%

As show in Table 1, the 28 supervisor respondents in this study were almost equally divided (15 male and 13 female) since the offices included the treasurer's office and other administrative offices where most of the employees are female, and the field offices where most of the workers are male. As supervisors, all of the 28 supervisors were permanent in their tenure of service.

Profile of the respondents- non-DAP

The profile of the non-DAP- respondents is provided in Table 2. The investigated profile

Table 2

Frequency and Percentage Distribution on the Profile of Non-Differently-abled Persons (Non-DAPs) Employed in Local Government Sector in Calbayog City

SEX	N	%
Male	103	51.0%
Female	99	49.0%
<i>Total</i>	202	100.0%
CIVIL STATUS	N	%
Single	30	14.9%
Married	164	81.2%
Widowed	8	4.0%
<i>Total</i>	202	100.0%
TENURE OF SERVICE	N	%
Permanent	192	95.0%
Casual	10	5.0%
<i>Total</i>	202	100.0%
WORK DESIGNATION	N	%
Accountant	2	1.0%
Administrative Aide	44	21.8%
Administrative	15	7.4%
Administrative Assistant	4	2.0%
Administrative Officer	13	6.4%
Agricultural Officer	2	1.0%
AO	1	0.5%
CAO	1	0.5%
City Government Assistant Head	1	0.5%
Community Affairs Officer	6	3.0%
Community Officer	2	1.0%
Day Care Worker	1	0.5%
Dentist	2	1.0%
Engineer Assistant	2	1.0%
Engineer	7	3.5%
Engineer Aide	1	0.5%
Executive Assistant	7	3.5%
Farm Superintendent	1	0.5%
Health Edu. Promotion Officer	1	0.5%
Laborer	1	0.5%
LAO	3	1.5%
LAOO	2	1.0%
LCRO	1	0.5%
Legal Assistant	3	1.5%
Local Revenue Collection Officer	3	1.5%
Manpower Development Officer	3	1.5%
Market Supervisor	2	1.0%
Meat Inspector	1	0.5%
Mechanic	1	0.5%
Medical Officer	3	1.5%
MS	2	1.0%
Nurse	9	4.5%
Office Staff	1	0.5%
Parking Aide	2	1.0%
Procurement Officer	1	0.5%
Project Development Assistant	1	0.5%
Project Development Officer	5	2.5%
Public Service Officer	2	1.0%
RCC	2	1.0%
Registration Officer	2	1.0%
Revenue Collection Clerk	2	1.0%
Security Agent	1	0.5%
Senior Admin. Assist.	1	0.5%
Social Welfare Officer	2	1.0%
Supervising Administrative Officer	7	3.5%
Supply Officer	1	0.5%
Taxmapper Officer	1	0.5%
Technical Staff	22	10.9%
Watchman	2	1.0%
Total	202	100.0%

Only consists of the following elements: sex, civil status, tenure of service, and work designation. As seen in Table 2, the results mirror that of Table 2 owing mostly to the nature of the office involved and the employees assigned there. Likewise, the majority of the respondents here were permanent employees. Per interview with casual status respondents, they were just employed and there were not enough vacant items for them to be regular status.

Profile of the respondents – DAP

The frequency and percentage distribution of the 52 DAP respondents in this study is shown in Table 3. The profile of the DAP is provided in the table. The investigated profile only consists of the following elements: age, sex, civil status, impairment, highest educational attainment, tenure of service, and work designation.

As shown in Table 3, out of the 52 respondents, millennials (age 21-30 y.o.) and gen y (31- 40 y.o.) comprise more than 2/3 of the respondents. This is so because many of the jobs they are handling require a computer/IT background, at which they are adept, hence the younger age bracket. In the same manner, many of those in the higher age bracket are assigned in jobs that require only minimal knowledge of computers. In addition, many of those in the younger age group are still single and do not entertain the thought of marrying yet (interviews with respondents).

Visual impairments were not extreme (as in totally blind) but mostly were defective eyesight (such as cross-eyed, blurred vision, etc.) which were corrected through the use of special gadgets. For hearing impaired respondents, they were able to communicate through sign language. All of the respondents had a college degree, a requirement for their jobs. This means that majority of the DAP were at a younger age, finished their bachelor's degree and mostly visually and hearing impaired. According to the findings, it denotes that the DAP working in the.

Table 3.

*Frequency and Percentage Distribution on the Profile of Differently-Abled Persons (DAPs)
Employed in Local Government Sector in Calbayog City*

AGE	n	%
21- 30	23	44.2%
31-40	9	17.3%
41-50	12	23.2%
51-60	7	13.4%
Above 60	1	1.9%
<i>Total</i>	52	100.0%
SEX	n	%
Male	26	50.0%
Female	26	50.0%
<i>Total</i>	52	100.0%
CIVIL STATUS	n	%
Single	28	53.8%
Married	24	46.2%
<i>Total</i>	52	100.0%

IMPAIRMENT	n	%
Visually Impaired	16	30.8%
Hearing Impaired	16	30.8%
Mobility Impaired	2	3.8%
Non-disabled/Normal	1	1.9%
Others	17	32.7%
Total	52	100.0%
HIGHEST EDUCATIONAL ATTAINMENT	n	%
Bachelor Degree	52	100.0%
Total	52	100.0%
TENURE OF SERVICE	n	%
Permanent	52	100.0%
Total	52	100.0%
WORK DESIGNATION	n	%
Administrative Aide III	1	1.9%
Treasurer	1	1.9%
Technical Staff	3	5.8%
Supervising Admin. Officer	2	3.8%
RHU	3	5.8%
Registration Officer III	1	1.9%
Registration Officer II	1	1.9%
RCCC III	1	1.9%
Public Service Officer I	1	1.9%
Office Staff	4	7.7%
CSWDO	4	7.7%
MS IV	1	1.9%
CDRRMO	5	9.6%
Market Supervisor III	1	1.9%
Local Treasurer Officer I	1	1.9%
LCRO IV	1	1.9%
LCRO	1	1.9%
HR	3	5.8%
Farm Officer II	1	1.9%
Engr. IV	1	1.9%
Community Affairs Officer IV	1	1.9%
CIP	1	1.9%
Assessor	3	5.8%
Architect III	1	1.9%
Agriculture	2	3.8%
Administrative Officer V	1	1.9%
Administrative Officer III	3	5.8%
Administrative Assistant V	1	1.9%
Administrative Aide VI	2	3.8%
Total	52	100.0%

Local Government Sector of Calbayog City are competent and eager to work, hence they have been granted permanent status.

Extent to which the employability of the daps in the local government sector in calbayog city is affected by individual factors, management factors, and external factors

The findings in this area are found in the following tables, with such an emphasis on: Individual Factors, Management Factors, and External Factors. The following references were utilized to evaluate the ratings:

Scale	Description	Interpretation
4	Great Extent (GE)	it contributes to the employability of the DAP all the time
3	Moderate Extent (ME)	it contributes to the employability of the DAP most of the time
2	Lesser Extent (LE)	it sometimes contributes to the employability of the DAP
1	No Extent (NE)	it never contributes to the employability of the DAP

Individual Factors

Individual factors include social traits, talents, and organizational loyalty, which were identified as crucial qualities for employing DAP. In Table 4, the three groups of respondents were unanimous in their answers that the individual factors play key role all the time in the employability not only of DAPs but also for non-DAPs.

Table 4

Factors Affecting Employability of Differently-Abled Person (DAP) in the Local Government Sector in Calbayog City in Terms of Individual Factors

Factors	DAP n=52				Non-DAP n=202				Supervisors n=28			
	n	Mean	Std. Devia- tion	Des.	n	Mean	Std. Devia- tion	Des.	n	Mean	Std. Devia- tion	Des.
Loyalty of the DAP to the organization	52	3.48	0.671	GE	202	3.59	0.585	GE	28	3.86	0.356	GE
Commitment and dedication of the DAP	52	3.54	0.576	GE	202	3.50	0.539	GE	28	3.75	0.441	GE
Work rate of the DAP is similar to non-disabled person.	52	3.56	0.574	GE	202	3.54	0.615	GE	28	3.82	0.390	GE
Proper grooming is observed by the DAP at all times.	52	3.46	0.576	GE	202	3.33	0.592	GE	28	3.79	0.418	GE
DAP works at satisfactory standard	52	3.42	0.637	GE	202	3.22	0.648	ME	28	3.68	0.548	GE
Additional management and supervisory time are needed by DAP	52	3.46	0.779	GE	202	3.28	0.658	GE	28	3.71	0.535	GE
Overall	52	3.49	0.636	GE	202	3.41	0.606	GE	28	3.77	0.448	GE

Legend: 3.26 – 4.00 Great Extent (GE)
 2.51 – 3.25 Moderate Extent (ME)
 1.76 – 2.50 Less Extent (LE)
 1.00 – 1.75 No Extent (NE)

Management factors

Management factors are supervisor perceptions that could influence management decisions affecting DAP recruitment, selection, and placement.

As shown in Table 5, a frequency distribution analysis was conducted to determine the mean and standard deviation of the five factors under management factors for DAPs, Non-DAPs, and supervisors.

The DAP and Supervisor respondents perceived all management factors with a Great Extent (it contributes to the employability all the time) rating. On the other hand, non-DAPs feel that items 1,2 and 5 contributes only most of the time (moderate Extent). The overall rating

shows that the three groups of respondents are one in saying that management factors influence the employability of DAPs all the time (GE).

Table 5

Factors Affecting Employability of Differently-Abled Persons (DAP) in the Local Government Sector in Calbayog City in Terms of Management Factors

Factors	DAP n=52				Non-DAP n=202				Supervisors n=28			
	n	Mean	Std. Deviation	Des.	n	Mean	Std. Deviation	Des.	n	Mean	Std. Deviation	Des.
Supervisor finds possible job placement for differently-abled person (DAP) appropriate in the local office	52	3.37	.715	GE	202	3.16	0.702	ME	28	3.32	0.612	GE
Supervisor finds hiring the DAP as a corporate social responsibility.	52	3.29	.696	GE	202	3.12	0.623	ME	28	3.32	0.612	GE
Supervisor sees the DAP as functional individual.	52	3.37	.768	GE	202	3.28	0.634	GE	28	3.50	0.577	GE
Supervisor has sufficient knowledge of the RA no. 7277 and other laws pertaining to the employment of the DAP.	52	3.42	.801	GE	202	3.52	0.616	GE	28	3.75	0.518	GE
There is no discrimination on DAP's selection process.	52	3.37	.627	GE	202	3.24	0.755	ME	28	3.57	0.573	GE
Overall	52	3.364	0.724	GE	202	3.26	0.666	GE	28	3.492	0.578	GE

External Factors

This refers to a barrier-free environment that would provide DAP access to public and private buildings and businesses, as well as other sites named in Batas Pambansa Bilang 344, also known as the "Accessibility Law."

As shown in Table 6, a frequency distribution analysis was performed to compute the mean and standard deviation of the four management factors for DAPs, non-DAPs, and supervisors. As shown in the table, DAP, non-DAP, and supervisor respondents rated all external factors with a moderate extent. This means that the three groups of respondents have the same perspective on the observation of external factors as factors influencing DAP's employability. According to interviews with the three groups of respondents, the planning and development office and city engineering are the two departments in charge of developing the workplace. They say these are not immediate concerns when considering taking in DAPs as part of the workforce. Constructing special ramps and other facilities is an on-going project of the LGU and is being undertaken by the Engineering Department as this is a requirement by law and is one area that government auditors might look into.

Table 6

Factors Affecting Employability of Differently-Abled Persons (DAP) in the Local Government Sector in Calbayog City in Terms of External Factors

Factors	DAP n=52				Non-DAP n=202				Supervisors n=28			
	n	Mean	Std. Deviation	Des.	n	Mean	Std. Deviation	Des.	n	Mean	Std. Deviation	Des.
LGU is involved in designing of the construction projects and building process at the local level to ensure maximum access facilitates for the DAP.	52	3.12	.878	ME	202	2.72	0.678	ME	28	3.00	0.720	ME
LGU and administration take into considerations accessible facilities for the DAP.	52	3.06	.752	ME	202	2.63	0.665	ME	28	3.04	0.693	ME
Supervisor provides training to employees with DAP on the use of any equipment or system.	52	3.15	.777	ME	202	2.73	0.704	ME	28	3.07	0.766	ME
The LGU provides sufficient information about pieces related to the DAPs.	52	3.12	.808	ME	202	2.81	0.794	ME	28	3.29	0.763	GE
Overall	52	3.112	0.804	ME	202	2.72	0.710	ME	28	3.10	0.736	ME

Test of significant difference on the perceptions of the respondents on the factors affecting the employability of the dap

This section presents the test of significant difference on the respondents' perceptions of the factors influencing DAP employability in the Local Government Sector in Calbayog. For respondents with populations more than 30 (large population), the Z-test was used, while for those with populations of less than 30 (small population), the T-test was employed. The results show that there was no significant difference in the assessments of the respondents.

Table 7

Test of Significant Differences on the Perceptions of the Respondents on the Factors Affecting Employability of Differently-Abled Persons in the Local Government Sector in Calbayog City

Factors	DAP n=52					Non-DAP n=202					Supervisor n=28				
	Z	SE	p-value	Decision	Interpretation	Z	SE	p-value	Decision	Interpretation	t	df	p-value	Decision	Interpretation
Individual Factors	-5.547	0.044	< 0.061	Accept the null hypothesis	There is no significant difference	-9.710	0.026	< 0.089	Accept the null hypothesis	There is no significant difference	59.085	27	< 0.133	Accept the null hypothesis	There is no significant difference
Management Factors	-4.992	0.050	< 0.082	Accept the null hypothesis	There is no significant difference	-12.946	0.015	< 0.112	Accept the null hypothesis	There is no significant difference	44.025	27	< 0.096	Accept the null hypothesis	There is no significant difference

External Factors	-6.102	0.037	< 0.133	Accept the null hypothesis	There is no significant difference	-13.7991	0.009	< 0.941	Accept the null hypothesis	There is no significant difference	28.329	27	< 0.174	Accept the null hypothesis	There is no significant difference
Overall	-6.656	0.027	< 0.0711	Accept the null hypothesis	There is no significant difference	-13.650	0.010	< 0.105	Accept the null hypothesis	There is no significant difference	75.926	27	< 0.144	Accept the null hypothesis	There is no significant difference

Legend: NS - Difference is not significant at 0.05 level (p-value > 0.05) S - Difference is significant at 0.05 level (p-value ≤ 0.05)

Test of relationship between the profile (age and sex) of the dap respondents and the factors affecting employability of differently-abled person

This part presents the test of the relationship between the profile (age and sex) of the respondents according to individual factors, management factors, and external factors that may affect the employability of a differently-abled person (DAP).

Table 8.

Test of Correlations between the DAPs' Perceived Factors Affecting Employability of Differently-Abled Persons in the Local Government Sector in Calbayog City in terms of Age and Sex Differently-abled Persons (DAP)

Factors	Age							Sex						
	x ²	df	r	Des.	p-value	Decision	Interpretation	x ²	df	r	Des.	p-value	Decision	Interpretation
Individual	194.758*	184	-0.342	LR	0.013	Reject null	There is a significant relationship	10.225 ns	8	0.250	LR	1.000	Failed to reject the null hypothesis	There is no significant relationship
Management	214.271*	207	0.350	LR	0.027	Reject null	There is a significant relationship	11.254*	9	0.0259	LR	0.028	Reject the null hypothesis	There is a significant relationship
External	209.522**	184	0.95	VHR	< 0.001	Reject null	There is a significant relationship	10.134 ns	8	0.256	LR	0.958	Failed to reject the null hypothesis	There is no significant relationship
Overall	412.162**	391	0.221	LR	< 0.001	Reject null	There is a significant relationship	14.476 ns	17	0.633	MR	0.308	Failed to reject the null hypothesis	There is no significant relationship

Legend: 1.00 Perfect Relationship (PR)
+0.91 to +0.99 Very High Relationship (VHR)
+0.71 to +0.90 High Relationship (HR)
+0.41 to +0.70 Moderate Relationship (MR)
+0.21 to +0.40 Low Relationship (LR)
+0.00 to +0.20 Negligible Relationship (NR)
ns - Correlation is not significant at 0.05 level (p-value > 0.05)
** - Correlation is highly significant at 0.05 level (p-value < 0.01)
* - Correlation is significant at 0.05 level (p-value < 0.05)

The test of the relationship is shown in Table 8. As seen in the table, Pearson correlation with the Chi-square test was employed to identify relationships between the perceived factors affecting the employability of DAP in the local government sector in Calbayog City in terms of age and sex according to DAP respondents.

The overall results indicate that there is a significant relationship when age is considered in the hiring of DAPs. Advances in IT-related work have given the younger applicants an edge over the older ones, they being more adept with the technology. Per

respondents, supervisors select younger applicants because the younger generation is driven and willing to adapt to any changes within the workplace, and they need to learn how to enhance their careers.

The results for sex reveal that there is no significant relationship between sex and either individual or external factors, as evidenced by p-values of 1.000 and 0.958, respectively. As a result, the data fails to reject the null hypothesis.

Per interviews with the respondents, respondents' responses, supervisors

Test of relationship between DAP's Perceived Factors Affecting Dap's Employability And Profile (Civil Status And Impairment)

As shown in Table 9, Pearson correlation with a Chi-square test was employed to identify relationships between the perceived factors affecting the employability of DAP in the local government sector in Calbayog City in terms of civil status and impairment according to DAP respondents.

Overall, civil status shows a significant relationship with individual factors. This is so because many of the respondents were single and who did not find being married as a factor in being accepted for the job. During interviews, they shared that they find it more advantageous to be single.

Impairment, on the other hand, has no significant relationships with the three factors (individual, management, and external). This is because there is a law that prohibits discrimination of DAPs.

Table 9.

Test of Correlations between the DAPs' Perceived Factors Affecting Employability of Differently-Abled Persons in the Local Government Sector in Calbayog City in terms of Civil Status and Impairment Differently-abled Pers

Differently-abled ons (DAP) Pers n=52														
Factors	Civil Status							Impairment						
	x ²	df	<i>r</i>	Des.	p-value	Decision	Interpretati on	x ²	df	<i>r</i>	Des.	p- value	Decision	Interpre tation
Individual	7.196ns	8	0.516	MR	0.374	Failed to reject the null hypo- thes is	There is no significant relationshi p	13.107n s	32	0.999	VHR	0.668	Failed to reject the null hypo- thesis	There is no sig- nifica nt rela- tions hip
Manageme nt	9.391*	9	0.402	MR	0.017	Reject null hypo- thes is	There is a significant relationshi p	32.068 ns	36	0.656	MR	0.120	Failed to reject the null hypo- thesis	There is no sig- nifica nt rela- tions hip
External	18.810**	8	0.016	NR	< 0.001	Reject the null hypothes is	There is a significant relationshi p	29.997 ns	32	0.568	MR	0.981	Failed to reject the null hypo- thesis	There is no sig- nifica nt rela- tions hip

Overall	21.438*	17	0.207	LR	0.002	Reject the null hypothesis	There is a significant relationship	61.591ns	68	0.695	MR	0.372	Failed to reject the null hypothesis	There is no significant relationship
Legend: 1.00 Perfect Relationship (PR) ns – Correlation is not significant at 0.05 level (p-value > 0.05) level (p-value < 0.01) value < 0.05 +0.91 to +0.99 Very High Relationship (VHR) ** - Correlation is highly is highly significant at 0.05 +0.71 to +0.90 High Relationship (HR) * - Correlation is significant at 0.05 level (p- +0.41 to +0.70 Moderate Relationship (MR) +0.21 to +0.40 Low Relationship (LR) +0.00 to +0.20 Negligible Relationship (NR)														

Test of relationship between perceived factors affecting dap's Employability and profile (highest educational attainment and tenure of service)

As shown in Table 10, Pearson correlation with a chi-square test was employed to identify relationships between the perceived factors. Overall, the highest educational attainment showed a significant relationship; thus, the null hypothesis was rejected. Per feedback from the respondents, having a college education has helped them advance in their careers.

Tenure of service, on the other hand, showed that there is a significant relationship with their employability. The more tenured an employee is, the higher his chances of being retained in his job.

Table 10.

Test of Correlations between the DAPs' Perceived Factors Affecting Employability of Differently-Abled Persons in the Local Government Sector in Calbayog City in terms of Highest Education Attainment and Tenure of Service

Differently-abled Persons (DAP) (n=52)														
Factors	Highest Educational Attainment						Tenure of Service							
	χ ²	df	r	Des.	p-value	Decision	Interpretation	χ ²	df	r	Des.	p-value	Decision	Interpretation
Individual	7.196ns	8	0.516	MR	0.374	failed to reject the null hypothesis	There is no significant relationship	16.654ns	8	-0.197	NR	0.161	Failed to reject the null hypothesis	There is no significant relationship
Management	9.391*	9	0.402	MR	0.017	Reject the null hypothesis	There is a significant relationship	25.490*	9	0.340	LR	0.014	Reject the null hypothesis	There is a significant relationship
External	18.810**	8	0.016	NR	< 0.001	Reject the null hypothesis	There is a significant relationship	6.555ns	8	-0.188	NR	0.181	Failed to reject the null hypothesis	There is no significant relationship
Overall	21.438**	17	0.207	LR	0.002	Reject the null hypothesis	There is a significant relationship	52.000*	17	-0.328	LR	0.018	Reject the null hypothesis	There is a significant relationship
Legend: 1.00 Perfect Relationship (PR) ns – Correlation is not significant at 0.05 level (p-value > 0.05) ±0.91 to ±0.99 Very High Relationship (VHR) ** - Correlation is highly significant at 0.05 level (p-value < 0.01)														

	+0.71 to ±0.90	High Relationship (HR)	* -
Correlation is significant at 0.05 level (p-value <0.05)			
	±0.41 to ±0.70	Moderate Relationship (MR)	
	±0.21 to ±0.40	Low Relationship (LR)	
	±0.00 to ±0.20	Negligible Relationship (NR)	

Test of relationship between perceived factors affecting dap's employability and profile (work designation)

Pearson correlation with a Chi-square test was used to identify relationships between the perceived factors affecting DAP employability in the local government.

Table 11.

Test of Correlations between the DAPs' Perceived Factors Affecting Employability of Differently-Abled Persons in the Local Government Sector in Calbayog City according to Employed DAP

in terms of Work Designation							
Differently-abled Persons (DAP)							
Work Designation							
Factors	χ^2	df	r	Des.	p-value	Decision	Interpretation
Individual	265.640ns	224	-0.035	NR	0.808	Failed to reject the null hypothesis	There is no significant Relationship
Management	261.830ns	252	-0.25	LR	0.860	Failed to reject the null hypothesis	There is no significant Relationship
External	253.044ns	224	-0.110	NR	0.437	Failed to reject the null hypothesis	There is no significant relationship
Overall	504.648ns	476	-0.080	NR	0.575	Failed to reject the null hypothesis	There is no significant Relationship

Legend:

1.00	Perfect Relationship (PR)
±0.91 to ±0.99	Very High Relationship (VHR)
±0.71 to ±0.90	High Relationship (HR)
±0.41 to ±0.70	Moderate Relationship (MR)
±0.21 to ±0.40	Low Relationship (LR)
±0.00 to ±0.20	Negligible Relationship (NR)
ns	- Correlation is not significant at 0.05 level (p-value > 0.05)
**	- Correlation is highly significant at 0.05 level (p-value < 0.01)
*	- Correlation is significant at 0.05 level (p-value < 0.05)

sector in Calbayog City in terms of work designation, as shown in Table 13. Individual, management, and external factors have no significant relationship with work designation, as long as the employee is qualified.

Test Of The Relationship Between Non-Dap's Perceived Factors Affecting The Employability Differently-Abled Persons in the Local Government Sector and the Profile (Sex, Civil Status, Tenure Of Service, And Work Designation)

As shown in Table 12, Pearson correlation with the Chi-square test was employed to identify relationships between the perceived factors affecting the employability of DAP in the

Table 12

Test of Correlations between the Non-DAPs' Perceived Factors Affecting Employability of Differently-abled Persons in the Local Government Sector in Calbayog City in terms of Sex, Civil Status, Tenure of Service, and Work Designation Non-Differently-abled Persons (Non-DAP)

Factors	Sex							Civil Status						
	x ²	df	r	Des.	P-value	Decision	Interpretation	x ²	df	r	Des.	P-value	Decision	Interpretation
Individual	10.253ns	10	0.102	NR	0.150	Failed to reject the null hypothesis	There is no significant relationship	23.239ns	20	-0.072	NR	0.305	Failed to reject the null hypothesis	There is no significant relationship
Management	5.971ns	9	0.064	NR	0.368	Failed to reject the null hypothesis	There is no significant relationship	33.123ns	18	0.103	NR	0.145	Failed to reject the null hypothesis	There is no significant relationship
External	2.378ns	9	0.036	NR	0.612	Failed to reject the null hypothesis	There is no significant relationship	17.793*	18	-0.171	NR	0.015	Reject the null	There is a significant relationship
Overall	17.145ns	18	0.012	NR	0.861	Failed to reject the null hypothesis	There is no significant relationship	21.753ns	36	-0.089	NR	0.208	Failed to reject the null hypothesis	There is no significant relationship

Non-Differently-abled Persons (Non-DAP)

Factors	Tenure of Service							Work Designation						
	x ²	df	r	Des.	p-value	Decision	Interpretation	x ²	df	r	Des.	p-value	Decision	Interpretation
Individual	30.607*	10	0.144	NR	0.041	Reject the null hypothesis	There is a significant relationship	446.128ns	480	0.033	NR	0.638	Failed to reject the null hypothesis	There is no significant relationship
Management	5.775ns	9	0.090	NR	0.204	Failed to reject the null hypothesis	There is no significant relationship	454.412ns	432	-0.110	NR	0.118	Failed to reject the null hypothesis	There is no significant relationship
External	22.703*	9	0.170	NR	0.016	Reject the null hypothesis	There is a significant relationship	533.346ns	432	0.033	NR	0.642	Failed to reject the null hypothesis	There is no significant relationship
Overall	21.659*	18	-0.141	NR	0.045	Reject the null hypothesis	There is a significant relationship	776.108ns	864	-0.017	NR	0.816	Failed to reject the null hypothesis	There is no significant relationship

Legend: 1.00 Perfect Relationship (PR)
+0.91 to +0.99 Very High Relationship (VHR)
+0.71 to +0.90 High Relationship (HR)
+0.41 to +0.70 Moderate Relationship (MR)
+0.21 to +0.40 Low Relationship (LR)
+0.00 to +0.20 Negligible Relationship (NR) ns – Correlation is not significant at 0.05 level (p-value > 0.05)
** - Correlation is highly significant at 0.05 level (p-value < 0.01)
* - Correlation is significant at 0.05 level (p-value < 0.05)

Local government sector in Calbayog City in terms of sex, civil status, tenure of service, and work designation according to non-DAP respondents.

For sex, civil status, and work designation, there is no significant relationship with individual factors, management, and external factors. However, in the tenure of service, there

is a significant relationship. Employees get more experienced and thus more knowledgeable in their jobs. This makes them more employable.

Per interview with the respondents, the hiring of the DAP corresponds to the vacancy of the position or items, and if there will be a lot of work to be done that requires additional employees.

Test of relationship between supervisor perceived factors affecting employability differently-abled person in the local government sector and the profile (sex, civil status, tenure of service, and work designation)

As shown in Table 13, Pearson correlation with the Chi-square test was employed to identify relationships between the perceived factors affecting the employability of DAP in the local government sector in Calbayog City in terms of sex, civil status, tenure of service, and work designation according to supervisor respondents. Results in the four areas show that there is no significant relationship between the employability of the employee and their profile. Supervisor's being front line managers are trained to be fair to their subordinates and will only look at the qualifications of the employees.

Table 13.

Test of Correlations between the Supervisors' Perceived Factors Affecting Employability of Differently-Abled Persons in the Local Government Sector in Calbayog City in terms of Sex, Civil Status, Tenure of Service, and Work Designation

Supervisors														
Factors	Sex						Civil Status							
	χ^2	df	r	Des. p-value	Decision	Interpretation	χ^2	df	r	Des. p-value	Decision	Interpretation		
Individual	3.601ns	6	0.076	NR	0.701	Failed to reject the null hypothesis	There is no significant relationship	12.109ns	12	0.053	NR	0.789	Failed to reject the null hypothesis	There is no significant relationship
Management	5.562ns	7	0.068	NR	0.730	Failed to reject the null hypothesis	There is no significant relationship	11.600ns	14	-0.193	NR	0.325	Failed to reject the null hypothesis	There is no significant relationship
External	15.938**	8	-0.602	MR	<0.001	Reject the null hypothesis	There is a significant relationship	24.144ns	16	-0.159	NR	0.419	Failed to reject the null hypothesis	There is no significant relationship
Overall	14.464ns	11	-0.300	LR	0.121	Failed to reject the null hypothesis	There is no significant relationship	27.916ns	22	-0.182	NR	0.354	Failed to reject the null Hypothesis	There is no significant relationship

Supervisors														
Factors	Tenure of Service						Work Designation							
	χ^2	df	r	Des. p-value	Decision	Interpretation	χ^2	df	r	Des. p-value	Decision	Interpretation		
Individual	8.642ns	6	-0.349	LR	0.069	Failed to reject the null hypothesis	There is no significant relationship	168.000ns	162	-0.161	NR	0.412	Failed to reject the null hypothesis	There is no significant relationship
Management	3.111ns	7	0.237	LR	0.225	Failed to reject the null hypothesis	There is no significant relationship	196.000ns	189	0.295	LR	0.128	Failed to reject the null hypothesis	There is no significant relationship
External	6.222ns	8	0.051	NR	0.795	Failed to reject the null hypothesis	There is no significant relationship	224.000ns	216	-0.256	LR	0.189	Failed to reject the null hypothesis	There is no significant relationship
Overall	4.770ns	11	-0.025	NR	0.900	Failed to reject the null hypothesis	There is no significant relationship	308.000ns	297	-0.082	NR	0.679	Failed to reject the null hypothesis	There is no significant relationship

+0.91 to +0.99 Very High Relationship (VHR)
 +0.71 to +0.90 High Relationship (HR)
 +0.41 to +0.70 Moderate Relationship (MR)
 +0.21 to +0.40 Low Relationship (LR)
 +0.00 to +0.20 Negligible Relationship (NR) ns – Correlation is not significant at 0.05 level (p-value > 0.05)
 ** - Correlation is highly significant at 0.05 level (p-value < 0.01)
 * - Correlation is significant at 0.05 level (p-value < 0.05)

Problems encountered by the supervisor in hiring the DAP

A multiple response analysis was employed to determine the case summary of problems encountered according to supervisors. This multiple response analysis is a frequency analysis for data that includes more than one response per participant, such as to a multiple response survey question.

As shown in Table 16, only 7 (25%) out of 28 supervisor respondents answered the question about the serious problems encountered by supervisors in the employment of DAP.

Table 14.

Case Summary of Serious Problems Encountered by Supervisors in the Employment of DAP

	Cases					
	Valid		Missing		Total	
	N	Per-cent	N	Percent	N	Percent
Problems Encountered	7	25.0%	21	75.0%	28	100.0%

a. Dichotomy group tabulated at value 1.

Table 15 presents the four serious problems encountered by supervisors in the employment of DAP. These serious problems are Lack of identified posts, Problem with interpersonal communication and teamwork, Lack of self-confidence, and absence of well-trained local government to assess disabled persons with their needs.

The most serious problem, according to five (50 percent) supervisor responses, is interpersonal communication, and teamwork. The DAP's lack of confidence comes as the second.

Table 15

Frequencies of Serious Problems Encountered by Supervisors in the Employment of DAP

	Responses	
	N	Percent
1.The DAP lacks self-Confidence	3	20.0%
2. Absence of a well-trained local government to assess the disabled persons with their needs	1	10.0%
3.Lack of identified post	1	10.0%
4.Problem with interpersonal communication, teamwork	5	50.0%
Total	10	100.0%

serious problem in the employment of DAP, according to three (30 percent) responses from supervisors. The absence of a well-trained local government to assess disabled people's

needs and a lack of identified posts were shown as the last serious problems, both obtained with 1 (10%) answer from a supervisor.

Conclusions and Recommendations

Based on the findings of the study, it can be deduced that individual factors (their personal skills) and management factors (their value to the team) hold the key to their employability, while the external factors (the structures built for DAPs) do not in any manner affect their employability. RA 7277 has helped a lot in the uplifting of the DAPs' plight in society by making employment more accessible for them. In short, it provides a level playing field.

The study confirms Michael Oliver's theory of the Social Model of Disability, that what makes someone disabled is not their medical condition, but the attitudes and structures of society towards them, and that correcting these would improve the acceptability of DAPs into mainstream society.

To improve the employability of DAPs, the researcher highly recommends the following: The researcher recommends that the proposed seminar be implemented. Initiate a study to cover the outlying areas of Calbayog City (say the Eastern Visayas Region). Encourage future researchers in other regions to conduct a similar study to validate the findings of the study.

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