

MASTER COPY



REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF FINANCE
BUREAU OF CUSTOMS

June 25, 2018

CUSTOMS MEMORANDUM CIRCULAR
NO. 120-2018

To: All Deputy Commissioners
All Directors and Division Chiefs
All District/Port Collectors
And Others Concerned

Subject: Magna Carta for Persons with Disability



Attached is a copy of the Memorandum from the Commission on Audit (COA) regarding compliance to Section 5 of Republic Act No. 10524, amending Republic Act No 7277, otherwise known as the Magna Carta for Persons with Disability, which provides:

"x x x

c. At least one percent (1%) of all positions in all government agencies, offices or corporations shall be reserved for persons with disability".

For your information and guidance.

For record purposes, please confirm the dissemination of this circular throughout your offices within fifteen (15) days from receipt hereof.



Bureau of Customs
ISIDRO S LAPEÑA
Commissioner
18-10215
ISIDRO S LAPEÑA, PhD, CSEE
Commissioner
JUN 26 2018

[Handwritten initials]

CMC 120-2018 P-2

339 - 734 IAG

Internal Admin Group
Received by: MICHEL REYES
Date: 06-20-18
Time: 10



REPUBLIC OF THE PHILIPPINES
COMMISSION ON AUDIT
Bureau of Customs - OCOM
Port Area, Manila
Tel No.: 527-4581

OFFICE OF THE RESIDENT AUDITOR

19 June 2018

ISIDRO S. LAPEÑA (Ret), PhD, CSEE
Commissioner
Bureau of Customs

Attention: GLADYS S. ROSALES, MPA, CESE
Deputy Commissioner,
Internal Administration Group

MARILOU A. CABIGON
OIC - Director, FMO and
OIC - Chief Accountant, Accounting Division

JOSEPH G. ESCASIO
Acting Chief, HRMD

Subject: Magna Carta for Persons with Disability

Sir:

In line with our audit, may we request submission of actions taken and list of hired personnel with disability, if any, as well as supporting documents within five days from receipt hereof.

Attached herewith is the unnumbered COA Memorandum dated 01 June 2018 for your information and guidance.

Thank you.

Very truly yours,

[Signature] 19 June 2018
EMILIANA T. CASTILLO
State Auditor IV
Audit Team Leader

Noted:

[Signature]
MARIA THERESA S. YAMBAO
State Auditor V
Supervising Auditor



[Signature]
GLADYS C. CABUGAWAN
CHIEF ADMINISTRATIVE OFFICER

CRMD-BOC original was
re-referred to
FMO

CAC 120-2018 9-3



REPUBLIC OF THE PHILIPPINES
COMMISSION ON AUDIT
Commonwealth Avenue, Quezon City, Philippines

6/4/18 9:35

NATIONAL GOVERNMENT SEC
Cluster 2 - Legislative & Oversight
RECEIVED
By:
Date: 6/6/18

STRATEGIC PERFORMANCE AND MANAGEMENT SYSTEM (SPMS)
PERFORMANCE MANAGEMENT TEAM

MEMORANDUM

FOR : All Assistant Commissioners, Directors/Officers-In-Charge and All Others Concerned

SUBJECT : Additional Instructions in the implementation of the COA Strategic Performance Management System (SPMS) to consider certain provisions of Republic Acts No. 10524 and 9710

DATE : June 1, 2018

Section 5 of Republic Act No. 10524, amending Republic Act No. 7277, otherwise known as the Magna Carta for Persons with Disability, provides, as follows:

- a. No person with disability shall be denied access to opportunities for suitable employment.
- b. A qualified employee with disability shall be subject to the same terms and conditions of employment and the same compensation, privileges, benefits, fringe benefits, incentives or allowances as a qualified able bodied person.
- c. At least one percent (1%) of all positions in all government agencies, offices or corporations shall be reserved for persons with disability.

On the other hand, Section 2 of Republic Act No. 9710 provides, as follows:

"Recognizing that the economic, political and socio-cultural realities affect women's current condition, the State affirms the role of women in nation building and ensures the substantive equality of women and men. It shall promote empowerment of women, and pursue equal opportunities for women and men and ensure equal access to resources and to development results and outcome. Further, the State realizes that equality of men and women entails the abolition of the unequal structures and practices that perpetuate discrimination and inequality. To realize this, the State shall endeavor to develop plans, policies, programs, measures, and mechanisms to address discrimination and inequality in the economic, political, social and cultural life of women and men."

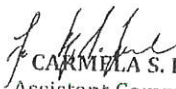
Pursuant to the foregoing provisions, all Sectors/Offices shall include in their commitments in the Sector/Office Performance Commitment and Review (SPCR/OPCR) Forms programs, projects and activities that will reflect adherence to the principle of providing equal opportunity for all deserving personnel, regardless of gender identity, sexual orientation, disabilities, religion and/or indigenous group membership, such as:

MASTER COPY

CMC 120-2018 P-4

- a. Recruitment and Promotion
- b. Trainings
- c. Work Assignments/Workloads
- d. Coaching and Mentoring
- e. Rewards and Recognition
- f. Safety and Health

This Memorandum shall take effect immediately.


CARMELA S. PEREZ
Assistant Commissioner
Chair, Steering Committee, SPMS