

APOLINARIO MABINI EMPLOYER OF THE YEAR

The award is given to recognize the employers who demonstrates leadership in providing and encouraging workplace opportunities by hiring, employing, and promoting Persons With Disabilities.

“With flexibility remove work barriers, and to make accommodations for Persons With Disabilities to realize their full potential.”

The employer should be operating in the Philippines of any nationality, any business or industry, private or public:

- national/multinational chain
- individual branch or part of a chain
- individual business not part of a national chain

and upholds the dignity of Persons With Disabilities in its employment practices

For this award, the following criteria will be considered:

1. Consistently employing Filipinos with disabilities for at least the past three years.
2. Compliance with general legal requirements, and with enforcing laws that prohibit employment discrimination against people with disabilities.
3. Long term systematic approach to employment as indicated by the following :
 - proactive expansion of the number of hired Persons With Disability
 - creation and maintenance on a disability-friendly workplace that provides accessibility workplace modifications
4. Promotion of awareness and demonstration of the benefits of including Persons With Disabilities, both to their employees and general public.

Form

EMPLOYER OF THE YEAR

Apolinario Mabini Awards

I. Nominee Profile

Company Name

Official Address

Phone

Fax

Website

Other Company Branches

SEC registration/ DTI

Other legal registration

Nominated by:

Position/ relationship to the nominee

Contact Details

Attachments, if any	Brochure	
	Company portfolio	
	Company Video	
	Photos of office to show accessibility	
	Photos of projects with PWDs	
	Others	

Past Awards received

Guide Questions

Answer where applicable

II. Hiring Profile

1. What is the nature of the business? What is the office population?
2. How many are Persons with Disabilities (PWD)?
3. What is the general profile of the Persons with Disabilities employees? (Type of disability, work, length of service, type of contract, etc)
4. What made the nominee hire Persons with Disabilities?
5. Does the nominee have a written policy in hiring Persons with Disabilities? (Please attach specific policy if available.)
6. What is the nominee's hiring plan for People with Disabilities?

III. Accommodations in the Workplace

"Reasonable accommodation" means necessary and appropriate modification and adjustments not imposing a disproportionate or undue burden, where needed in a particular case, to ensure to persons with disabilities the enjoyment or exercise on an equal basis with others of all human rights and fundamental freedoms;" ~UNCRPD

1. How do other employees relate in working with Persons with Disabilities ?
2. Does the nominee include Persons with Disabilities in the conduct of seminars/ trainings for employees? What are the accommodations for such activities?
3. What other accommodations for Persons with Disabilities did the nominee install/ establish?
4. Does the nominee have a policy related to accommodations for Persons with Disabilities? (Please attach specific policy if available.)

IV. Equal Opportunity Employment

1. How was the Persons with Disabilities placement in her/his particular job determined?
2. Where there awards given to Persons with Disabilities by virtue of her/his performance to the company? (If yes, please explain.)
3. Have the nominee ever promoted a Persons with Disabilities by virtue of his/her performance in the company? (If yes, please explain.)

V. Other Involvement with Persons with Disabilities Advocacy

1. Are there any other involvement of the company and or corporate social responsibility activities with Persons with Disabilities advocacy other than hiring, and placement?
2. If yes, please enumerate and explain.
3. Does the company join in other activities organized by other Persons with Disabilities organizations?
4. If yes, please enumerate and explain.
5. Do your employees including officers involve in Persons with Disabilities activities outside of the office in their own personal capacity? If yes, please enumerate and explain.

VI. Accessibility

"Universal design" means the design of products, environments, programmes and services to be usable by all people, to the greatest extent possible, without the need for adaptation or specialized design. "Universal design" shall not exclude assistive devices for particular groups of persons with disabilities where this is needed." ~UNCRPD

1. What adjustments/installations did the nominee have to make in the physical set up of the office to make it accessible for Persons with Disabilities?
2. What adjustments/installations did the nominee make to make to the office equipment (eg. Computers, tools) to make is accessible for Persons with Disabilities?
3. What adjustments/installations did the nominee set-up to make information dissemination and collection easier for Persons with Disabilities?