

DENR ADMINISTRATIVE ORDER
NO. 83

SUBJECT: Defining and Advocating Departmental Policy on Disability and the Welfare of the Disabled.

I— *Statement of Principle*

The Department of Environment and Natural Resources, subscribing to the tenets of a just, humane, and compassionate society, hereby commits itself to create consciousness towards disability and promote the welfare of the disabled and the handicapped. It shall endeavor to prevent disability within its personnel ranks and program areas, assist national effort in the rehabilitation of the disabled, and provide for the equalization of opportunities for the disabled through affirmative action in employment, in the immediate work environment, and in professional growth.

II— *Background*

Disability, whether physical or mental, is caused by a host of factors — genetic or inborn factors, accidents, malnutrition, improper hygiene, toxicity, pollution, drugs, and others. The DENR, therefore, has a big part to play considering that it is the national lead agency in environmental matters, and it deals directly with the very poor upland population. Thus, DENR is a council member of the National Council for the Welfare of Disabled Persons (NCWDP), the national planning and coordinating body for the prevention of disability, rehabilitation of the disabled, and equalization of opportunities of disabled persons by virtue of Executive Order No. 232 dated July 22, 1987.

III— *General Areas of Involvement*

The DENR shall actively involve itself in the planning and implementation of programs and activities in advocating awareness of disability and its causation, and in promoting the welfare of the disabled. This shall be done through three (3) major areas — *disability prevention, rehabilitation of the disabled, and equalization of opportunities of disabled persons*. To this end, the DENR shall endeavor to undertake the following general activities and translate them into workable and appropriate policy instruments, procedures, projects, and/or programs:

A. *Prevention of Disability*

1. Strengthen its environmental programs against pollution of the air, water, soil and the food supply;
2. With the assistance of concerned agencies and civic and cause-oriented groups, strengthen extension services in its Integrated Social Forestry Program (ISFP) and small-scale mining areas to educate program participants on the disability-causing effects of improper hygiene and poor nutrition;

3. Assist the Regional councils for the Welfare of Disabled Persons (RCWDP's) in gathering baseline data on disability so that social services may be properly directed at the field level;
4. Internally, develop a Manual on Occupational Safety for DENR personnel engaged in hazardous activities; prescribe maintenance standards for DENR vehicles and improve working conditions for all DENR personnel to prevent or minimize untoward accidents in the performance of routine activities;
5. Provide for a continuing information and education campaign on occupational safety and the role of the DENR in disability prevention, rehabilitation, and equalization of opportunities for the disabled; and
6. Extend DENR resources to concerned agencies and NGO's in the prevention of disability.

B. *Rehabilitation of the Disabled*

1. Extend DENR resources to concerned agencies and NGO's in the rehabilitation of disabled persons in its areas of responsibility; and
2. Facilitate the rehabilitation of its own disabled personnel.

C. *Equalization of Opportunities*

1. Adopt a non-discriminatory policy in the selection and promotion of personnel;
2. Assist disabled personnel in developing their abilities to the fullest and promote their integration into the mainstream of society;
3. Endeavor to provide physical access to the disabled in DENR offices and public facilities such as parks and recreation areas;
4. Adopt a long-term commitment to the provision of access by incorporating access features in the design of future DENR buildings and facilities; and
5. Adopt such other measures that would facilitate access to the disabled as provided for in the Accessibility Law or Batas Pambansa Bldg. 344.

IV – *Assignment of Responsibilities*

To carry-out these commitments, the following DENR units are hereby tasked to undertake the following:

1. The *Special Concerns Office* (SCO) shall be the lead unit at the Central Office to initiate the job of organizing a Central Coordinating Committee for Disability Prevention and Welfare of the Disabled. Once the central committee has been formed, the SCO shall serve as its permanent Secretariat;
2. The *Planning and Policy Studies Office* (PESO) through the Planning Service, shall harness the Department's planning mechanism to insure that disability-related plans and programs are properly reflected in the Department's budget and properly monitored and evaluated accordingly;
3. The *Management Service Office* (MSO) shall develop the Department's *Occupational Safety Manual*, see to it that the spirit and intent of the Accessibility Law or Batas Pambansa Bdg. 344 are effectively carried-out, and insure that the disabled are provided the normal latitudes for productive employment and professional growth;
4. The *Legal Affairs Office* (LAO) shall lend legal assistance to disabled DENR employees and program participants in expediting valid compensation claims and other legal services as may be necessary;
5. The DENR regional offices shall work closely with the Regional Councils for the Welfare of Disabled Persons (RCWDP's) in the planning and implementation of disability-related field activities. Specifically:
 - a. One (1) Regional Technical Director shall be designated as the DENR's regional coordinator for advocacy programs and welfare of disabled persons;
 - b. The Provincial ENR Officers (PENRO's), the Community ENR Officers (CENRO's), and the Project Management shall work closely with the DENR regional coordinator and the RCWDP's in field activities related to disability. As a requisite input to the DENR's commitment, they shall, with the technical assistance of the RCWDP, undertake an immediate census of disabled persons and conduct a survey of factors contributing to disability within their respective areas of jurisdiction.
6. The Staff Bureau shall explicitly whenever applicable, consider advocacy programs and the welfare of the disabled in their respective sectoral plans.
7. The *Foreign Assisted and Special Projects Office* (FASPO) shall package appropriate project proposals to address this particular concern of the Department and locate funds in the interim to support current commitments.

V- *Organization and Action Planning*

The Director of Special Concerns is hereby tasked to **immediately organize a National Coordinating Committee for Disability Prevention and Welfare of Disabled Persons** within DENR to serve as the central planning and coordinating committee for all disabili-

ty-related concerns of the Department. The Committee shall develop guidelines for planning and implementing advocacy programs and promoting the welfare of the disabled organization of regional and local working groups, and assignment of specific responsibilities. The Committee shall prepare medium-term and operational plans which shall be translated into specific action plans at the field level. The Committee shall keep the Secretary well-informed of the status and progress of DENR activities in this area of concern.

VI—Funding

Whenever possible, funds for pursuing the DENR's commitments in this area shall come from regular appropriations. However, effort shall be exerted by all concerned to generate supplemental funds from external sources — local and foreign.

VII—Linkages and External Cooperation

Tasked units shall work closely with the NCWDP, the RCWDP's, other government offices, non-governmental civic and cause oriented organization, and other concerned instrumentalities in the pursuit of the Department's commitments. The DENR shall participate actively in workshops, seminars, symposia, and other related for a devoted to the welfare of the disabled and the advocacy for disability awareness and prevention.

VIII—Repealing Clause

All orders and subordinate issuances inconsistent herewith are hereby repealed or modified accordingly.

IX—Effectivity

This Order shall take effect immediately.

FULGENCIO S. FACTORAN, JR.
Secretary

Signed on August 24, 1989