

# EMPLOYMENT LANDSCAPE OF THE FILIPINO DEAF

**Researchers:** Researchers: Reyes, Oscar Sherlo; Montero, Giselle; Crisanto, Patricia Ellen; Santiago, Mita Lourdes Angela

## Research Objectives

- Look into the employment facilitating factors for Deaf job seekers
- Investigate the structural, environment, and attitudinal accommodation and accessibility concerns of Deaf workers (employed and self-employed) and job seekers
- Evaluate SDEAS employment support and services

## Participants' Profile

### Deaf Workers

Age Range: 20-29, 30-39

**Career:**  
 Held 1-5 positions



**Location:**  
 NCR, R5, R7

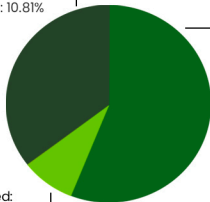
**Education:**

- Studied in NCR schools and received tertiary education
- Current Job is NOT Related to Educational Background: 50.79%

## Employment Status of Deaf Participants

Unemployed:  
**35.09%**

**Reasons for Unemployment**  
 End of Contract: 24.32%  
 Company Closure: 10.81%



**Employed:**  
**56.14%**

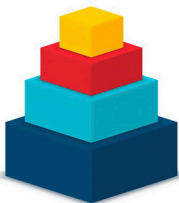
**Status of Self-employed Deaf Participants**  
 New with only 1-5 years of experience: 77.78%

**Self-employed:**  
**8.77%**

**Status of Employed Deaf Participants**

Permanent, Full-time Positions: 69.84%  
 Work in MSMEs: 46.03%  
 With Stable Jobs for 1-5 years: 68.25%  
 Current Job is NOT Related to Educational Background: 51.79%

## Monthly Salary Range of Deaf Participants



**25.40%**  
 Below P5,000

**39.68%**  
 P5,000 to P10,000

**17.46%**  
 P10,000 to P20,000

**18%**  
 Above P20,000

### Expressed Needs of Unemployed Deaf in Finding Work

- Access to training and learning opportunities
- Access to interpreters during interviews
- Links to companies
- Career coaching and guidance

### Expressed Needs of Working Deaf

- Access to training and learning
- Sign language interpreters
- Workplace arrangements

### Structural Challenges

- Limited opportunity for career progression
- Low salary
- Limited training and learning opportunities
- No sign language interpreters during company events and activities

### Environmental Challenges

- Far from home
- Colleagues not familiar with FSL
- No emergency system for the Deaf

### Attitudinal Challenges

- Colleagues not familiar with Deaf culture
- Colleagues have biases towards the Deaf
  - Anecdotes of discrimination
    - Locally and abroad
    - With clients and some staff especially those in service industry
- Colleagues not willing to learn FSL

### Employed/Self-employed Deaf

- Support service availability: corporate > service/manufacturing. Other industries not represented.
- Current positions were referrals by: 1) school/training institution; 2) relatives/friends; 3) family business
- Willing to refer qualified Deaf colleagues to openings in company
- Willing to be peer coaches/mentors to Deafcolleagues

### Unemployed

- Undergone training, waiting for placement

## CONTACT US

2544 Taft Ave., Malate, Manila, 1004 Metro Manila

deaf.studies@benilde.edu.ph

benilde.edu.ph/Programs/SDEAS/BAPDST

benildesdeas

Benilde SDEAS

www.facebook.com/DiscCsbSchoolOfDeafEducationAndAppliedStudies