

Inclusivity

Benefits

Everyone

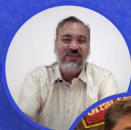
This initiative is a step forward in recognizing the Down syndrome community, increasing awareness, and creating opportunities. The movement helps break down barriers, allowing individuals to let their potentials shine and be accepted in the society.



Families of the PDS community are contented, especially when they see how much support, assistance, and accommodation persons with Down syndrome receive from their colleagues at work.

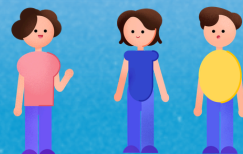


NGOs and partner companies also benefit from this program. The interviewees shared receiving a lot of positive feedback on social media and in-stores. People are thrilled to see that businesses are beginning to hire them and they are eager to work with people who have Down syndrome. These have helped in enhancing company morale and reputation.



Behind every opportunity is a community.

Meet the organizations helping persons with Down syndrome thrive.



Connect with the NGOs



Down Syndrome Association of the Philippines (DSAPI)

- ✉ dsapi@hotmail.com
- ☎ (02) 8895 9642
- 🌐 Down Syndrome Association of the Philippines, Inc.



Project Inclusion Network (PIN)

- ✉ connect@projectinclusion.ph
- 🌐 projectinclusion.ph
- 🌐 Project Inclusion PH



Best Buddies Philippines

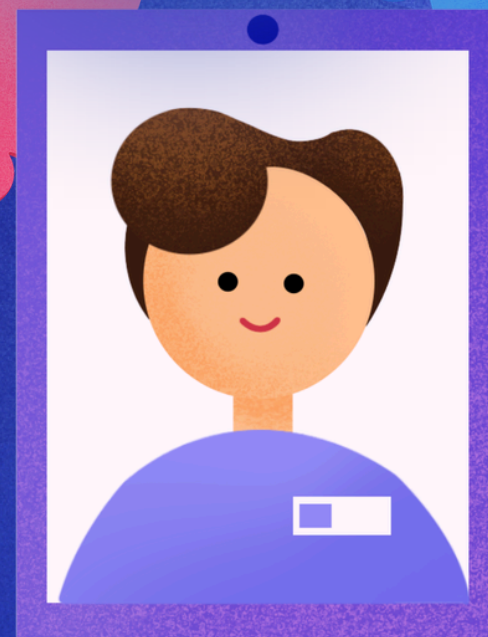
- ✉ bestbuddiesmanila@gmail.com
- ☎ +632 8651 6683
- 🌐 bestbuddiesph.org
- 🌐 Best Buddies Philippines



Scan the QR code to learn more:

plusonehire

Building Inclusive Workplaces for Persons with Down Syndrome



🌐 plusone.hire

🌐 Plus One Hire

🌐 plusonehire.online

Workplace Diversity



Their enthusiasm creates a genuine sense of fulfillment, purpose, and independence.



Persons with Down syndrome are capable of delivering meaningful workplace contributions when given equal opportunities.



Inclusivity brings diverse perspectives and fosters greater understanding among colleagues.

"Ang kwento ko po sa kanila [customers and colleagues], masaya po ako sa ginagawa ko po."
-Ms. Mary Angeline, Shakey's PDS Employee



**SHAKEY'S "LOVE 'EM DOWN" PROGRAM
IN PARTNERSHIP WITH DSAPI**



- Folding boxes and tissue napkins
- Setting the table
- Greeting customers and bringing them to the table
- Giving the menu
- Socializing with customers and co-employees
- Serving food on the table
- Bussing the table

Capabilities & Strengths

- Persons with Down syndrome want to work, too.
- Inclusivity brings diverse perspectives and fosters greater understanding among colleagues.

"There's less likelihood that they can be trained to do something that they're not capable of doing.

Having said that, they're very trainable."



Mr. Elmer Lapeña
Chairman
Down Syndrome Association of the Philippines (DSAPI)

Best Corporate Practices

Buddy System

"Love 'Em Down" is a program that began in 2018 by Shakey's in partnership with Down Syndrome of the Philippines (DSAPI). Persons with Down syndrome have their buddies making them feel safe and comfortable in the workplace, assisting them in their needs and guiding them whenever they need help.

Career Readiness Assessment

This is the first step Project Inclusion Network offers as part of their initiatives. They assist persons with disabilities or with Down syndrome in identifying their strengths and limitations in order to know more about themselves.

Disability Sensitivity Trainings

Project Inclusion Network implemented a disability-sensitivity training wherein the employers and co-workers learn how to relate with them and how they can bring out the best in the employees with disabilities.

Philippine Laws

We have laws that protect the rights of persons with disabilities in the workplace. Here's what they mean for your loved one.

R.A. 7277 — Magna Carta for Persons with Disability

This guarantees fair treatment, equal compensation, and a supportive environment for professional growth.

R.A. 10524 — Expanding Reserved Positions for PWDs

Government agencies and state corporations are required to reserve at least 1% of their positions for PWDs

Ready To Apply?

Use this checklist to help prepare the basic requirements

- ☐ 2 copies of Birth Certificate (photocopy)
- ☐ 3 pcs. 1x1 picture white background (1 for id and 1 for filing)
- ☐ Endorsement Letter from DSAPI (1 original and 1 photocopy)

Based on the DSAPI-Shakey's "Love 'Em Down" Program