



PWeDability: Online Career Opportunities for Differently abled Persons

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ABSTRACT

The advent of the digital platform and the internet has elevated the lives of many. It has opened a plethora of positive opportunities for the public. In just a tap or one click, things that were frequently done in the physical setup can now be executed behind the screen. This digital influence even overruns the means of people in making a living as it is conspicuous how prevalent job opportunities are online. The researchers followed the creative works research format, interviewed three participants from persons in the disability sector about their experiences and perception of venturing into online careers, and heard the sentiment from the Persons with Disability Affairs Office. The researchers found out that the participants' choice of venturing digital platform for career-searching has brought them to a comfortable, portable, and accessible space where they feel secure and independent. Investment in learning new skills and being always open to skill upgrades are salient, and the government should create and plan as to how they will extend their service digitally to persons with disability. This study is beneficial and revolutionary for the sector of persons with disability as the implications firmly recognize the existence of career opportunities for them online. Thus, persuading them to utilize the availability of careers through learning and grasping new digital skills and vitalizing the government and private organizations to extend their occupational aid for the sector in the digital space.

Keywords: *Online Career, Persons with Disability, Digital Platform, Career-Searching*

INTRODUCTION

Acquiring a stable career or employment is essential as it benefits individuals to sustain their needs and attain financial growth. Undeniably, as one reaches a mature age, one becomes eager and passionate in seeking a career opportunity in myriad ways. One of these is through digital technology, mainly social media, and the internet. The emergence of social media and the internet has opened a plethora of positive opportunities for the public. Conspicuously, it has become an avenue for people, even differently abled individuals, to divulge and obtain knowledge and connection.



Persons with disabilities (PWDs), or the differently abled persons, are people who are unable to adequately participate in society on an equal basis due to intellectual, mental, physical, or sensory disablement, according to the United Nations Convention on the Rights of Persons with Disabilities (Department of Health). Nevertheless, the accessibility to various digital platforms has broad inclusivity. Even differently abled persons are welcome to indulge in the advancement it offers.

A study conducted in China found that the growing internet economy has provided stable employment online for differently abled persons, which allowed them to become financially independent. Five Chinese women with physical impairment were said to be utilizing social media to increase their social participation, amplify their voices, and obtain more job opportunities. Moreover, the study emphasized that differently abled persons used social media as a cover that would disguise or hide their impairments, allowing them to fully participate in many social interactions, especially in the workforce, without being hindered by their physical disabilities (Zheng, Pei, and Gao).

A study conducted in 2012 by Cecilia Noble entitled *Cyberspace as Equalizer: Opening Up Lifeworlds and Empowering Persons with Disabilities in the Philippines* stated that cyberspace must be continually promoted as a vehicle for differently abled persons' empowerment. PWDs can use the internet to find potential customers for their products and labor, obtain support from networks, and connect with other individuals. Through cyberspace, they can gain confidence and be motivated to pursue self-advocacy and self-determination. Moreover, they were given access to a competent world - a spacious moving path in which they were able to interweave information and opportunity (180).

Furthermore, research conducted in the Municipality of Carmen, Province of Davao del Norte, entitled *Work Life of Differently Abled Public Servants in Carmen, Davao del Norte: A Case Study*, found seven (7) emerging themes which includes the following: unstable employment, career aspirations, observance of values and work ethics, work impediments, work environment plight, job insecurity, and volatile job satisfaction. Despite their unfavorable employment experiences, participants developed a positive self-image. On the other hand, participants' job satisfaction is deemed erratic due to low compensation and insufficient assistance. In addition, differently abled government personnel face work barriers and work environment concerns, according to the study (Mullot, Lumangyao, and Magbanua). Often, scholarly studies focused on delving into the experiences of fully abled individuals in utilizing the digital platform when seeking careers. Hence, the situations mentioned above are only a few studies that tackled the differently abled persons' struggles in terms of obtaining career opportunities. With that, this study aimed to explore more about the perceptions and experiences of differently abled persons using digital media in career searching, specifically social media and the internet.



This study aimed to explore and document the experiences and perceptions of differently abled persons in utilizing digital media in searching for career opportunities, particularly the physically and sensory impaired individuals in Davao City. Hence, the researchers intended to know the experiences of differently abled persons (PWDs) on online platforms and their perception of the availability of online career opportunities.

This study may redound to the benefit of differently abled persons, future researchers, and government institutions in international and Philippine settings. The participants, who were differently abled persons, will be able to know that career opportunities also exist online. It can be an avenue to encourage them to use their abilities virtually and make money from them. Hence, this study has great potential to become a competent foundation of government and private institutions that aim to assist and aid differently abled persons to expand their assistance virtually by creating exclusive online career programs. Moreover, this study will benefit future researchers as the ideas presented may be used as reference data and a backbone to support future research. This can also be a source of valuable up-to-date information as this study could give an overview or background about the differently abled persons' access to online career opportunities.

This study is anchored on the Standpoint Theory by Sandra Harding and Julia Wood, as they suggested that starting the investigation from the perspective of women and underprivileged groups is one of the most effective approaches to learning how the world works (Harding and Wood). The gist of the theory is that an individual's views are formed by his involvement in societies which are often based on position and outlook (Groce). In many ways, a differently abled person is frequently overlooked and discriminated against (Groce), less validated, and has less power (Harding and Wood). Groce added that PWDs have much to offer to their respective communities and the wider populace, yet our knowledge about how this group faces poverty, marginalization, and prejudice needs to be improved. Standpoint theory will also give marginalized groups a voice by allowing them to criticize the existing quo as an outsider reflecting the dominant group's position of privilege (DBpedia). Hence, the theory identified the perspective or standpoint of differently abled persons on their experiences of searching for a career opportunity online.

In addition, the Computer-Mediated Communication (CMC) Theory has also guided this study as it explains the use of the internet in mediation for human interaction. Using social software through the internet, people can influence each other via separate computers. In addition, the new media and its tools have the potential to make a workforce effective and efficient, which would lead to an increase in production (Georgakopoulo). Consequently, this theory attempted to identify why differently abled persons consumed and utilized the internet for career searching.



Furthermore, the study employed the Onion Tool of Conflict Sensitive Journalism (CSJ) as a conceptual model. This tool evaluates the voices and uncovers the needs of the actors by peeling down layers to see the needs of their position (Rama and Gurten). It was also added that the model proposed three different layers, the outer layer is position (what they want), the middle layer is interest (what they want), and the inner layer is needed (what they need). Using this tool, analyzed the voices of differently abled persons in terms of their position in seeking and acquiring career opportunities online, given that their interests include financial stability, inclusion, and accessibility to the work opportunities available, thus addressing their needs of security, identity, freedom, and welfare.

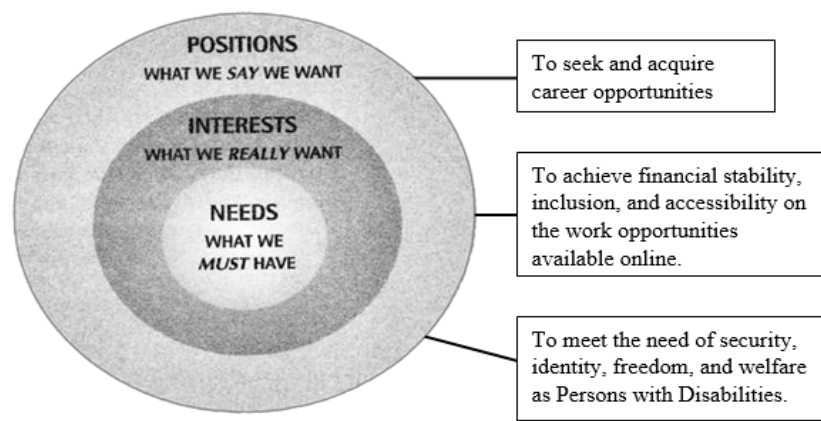


Figure 1: CSJ Onion Tool Model

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Figure 2. Screenshot of Project Inclusion's #DareToHire: "Special" Video Series from HealthierPH Youtube Channel



This visual reference was about a video series published in 2017 which specifically conveyed a message that challenges and invites employers to hire differently abled persons. It highlighted the positive characteristics of differently abled persons that are considered among the crucial qualities an employee must practice in the workforce. The video was part of the UNILAB Foundation's Project Inclusion Program. For context, Project Inclusion is an employment program directed to help persons with disabilities in the country to acquire career opportunities and was said to have helped more than 100 PWDs to obtain jobs in different industries since 2013. As of the writing, the video has obtained 18,779 views on Youtube and has received numerous shares and positive reviews on Facebook. Undeniably, this video has contributed to the community of differently abled persons through its inspirational message that gained positive feedback and action from various working industries in the country. Thus, this commercial was chosen as a visual reference because it gave the researchers the enlightenment they needed to empathetically understand the situation of the differently abled sector, which also helped in the conceptualization of the documentary film.



Figure 3. Screenshot of DTI Philippines' "Rising Above Disability: DTI Programs for Persons with Disability" from Youtube

On July 19, 2021, the Department of Trade and Industries Philippines released a video that featured the stories of how the said department has helped the differently abled persons in the country with their businesses through the Manual on Disability Inclusive Governance or manDIG. The DTI Manual on Disability Inclusive Governance (manDIG) is envisioned to assist in achieving one of the objectives of the National Operational Framework for Disability Inclusive Development (NOPFDID). Achieving economic environment with consideration to the cross-cutting concerns on information and communications



technologies (ICT), the physical and social environment, policies that include people with disabilities, institutional cooperation and data, and knowledge management (Department of Trade and Industries). The department implemented various programs to help small and medium enterprises, mainly the differently abled persons. Thus, this documentary served as an inspiration in producing it primarily because it tackled a topic related to and relevant to the study.



Figure 4. Screenshot of GMA Public Affairs' "iJuander: What is the employment status of PWDs in the Philippines?" from Youtube

On July 24, 2019, GMA Public Affairs' iJuander, aired the documentary entitled "iJuander: What is the employment status of PWDs in the Philippines?". One of the differently abled persons featured was Sandrin Cortez, who had graduated more than two years before the documentary was aired with a course in Information Technology. Due to her condition Treacher Collins Syndrome, she had difficulty getting employed. Of almost 40 companies she has applied to, only some have accepted and hired her. Sandrin's story is just one of the many stirring stories of persons with disabilities in the country. This documentary reference was one of the stories the researchers have searched and gathered and thus gave an overview of the struggles faced by differently abled persons in searching for a career.



Figure 5. Screenshot of Google Business Groups’ “Virtualahan - GBG Stories Search” from Youtube

In 2018, Google Business Groups (GBG) Stories Search featured Virtualahan and the inspiring stories of some of its employees. Virtualahan is a platform founded by Ryan Gersava that helps disadvantaged people overcome employment barriers by developing their skills and mindset using the equalizing power of technology. Virtualahan designed an entrusted social energy that allows the marginalized sectors to have access to work in the global digital economy. This visual reference became one of the foundations of the study's documentary film in featuring digital opportunities for differently abled persons.

METHOD

The researchers employed the creative works format. Creative research methods have four broad headings: research using technology, transformative research frameworks, mix-methods research, and arts-based methods (Kara and We Research It Ltd). Also, in creative research, the researchers were free to employ their creative techniques, creative output, or both while conducting the study or as a component of the research's findings (Elsevier). More so, technology has done so for centuries, and technological advances offered new and myriad opportunities.

Thus, the researchers featured an audio-visual representation of the study with the support of film equipment. Also, the information referred to numerous academic books, scholarly articles, research, news, and journal articles. Online interviews with prominent experts also supported the video-documentary output. The researchers also prepared a production method and timeline to organize the production process.

The researchers used digital tools, resources, and concrete equipment to conduct this study and produce its documentary output. In supporting the data and information used in this study, books, scholarly journals, and published



interview videos from Youtube and other digital online platforms were used as references. In gathering the participants' responses, the researchers utilized an interview guide questionnaire composed of six identifying questions and supported by another six probing questions, all in an open-ended form. More so, online electronic communication tools such as Zoom and Messenger were used as the primary communication between the participants and the researchers and as a platform for conducting the interview. During the production process, the equipment was a camera, laptop, internet connection, cell phone for audio and video recording, lavalier, and tripod. Finally, editing software was used for the post-production process, particularly in editing the documentary output.

A thorough discussion and consideration were done during the pre-production process. The researchers decided to create a documentary film with a concept that featured the lives and experiences of differently abled persons in an online career search. The researchers wanted to produce an authentic, heartfelt, and eye-opening output for the audiences. Hence, A Narrative Documentary Film entitled "Sa Likod ng Iskrin" was the planned concept for this study. After finalizing the idea, the scriptwriters started writing the AV script for the documentary film.

The production was composed of one host, a director and cameraman, scriptwriters, and a video editor. The interviewed participants were differently-abled persons from Davao City working or working online and a government office representative. Due to the ongoing restrictions of the COVID-19 pandemic, interviews were conducted online, except for the documentary spiel, where the host needed a production team to shoot.

Since the researchers and the participants could not meet in person during this procedure, the production needed a reliable internet connection. In case of internet interruption, cellular data served as a backup option. Thus, interviews with the chosen participants were all conducted via ZOOM and were screen recorded by the assigned crew member. All equipment needed for the documentary was prepared during this phase as well.

During the production stage, the actual shoot of the documentary film was executed. Assuring that the researchers followed the protocols of the University of Mindanao, virtual interviews were conducted via Zoom. The planned concept was executed by shooting scenes and footage and recording audio. The script was also revised and finalized during this process.

The interviewed research participants were Mary Grace de Loyola, a virtual assistant diagnosed with Duchenne Muscular Dystrophy for seven years, and Naprey Almario, a virtual assistant, a businessman born disabled because of polio. And Charina Rose Tenajeros, also a virtual assistant for six years, became deaf when she was ten years old due to meningitis. The officer in charge of the Persons with Disabilities Affairs Office - Davao City, Rafael Somozo, was also interviewed.



In the post-production phase, the researchers checked all the essential shots, downloaded supporting clips and audio recordings, and uploaded them to an online storage to ensure a backup copy of the files. In this process, the researchers used the Capcut editing software to edit the video and audio clips, color grading and correction, and add visual effects - producing a high-quality documentary output. Meanwhile, for the documentary poster, the proponents utilized the Canva graphic design editing software to make a creative and visually appealing production.

Ethical considerations are only a dream in educational research if the researcher needs to be made aware of academic integrity and ethics. Similar tendencies could manifest in one's professional life, and an academican will not think it improper if they act unethically (Khan, 2).

In this study, the researchers upheld the protection of the dignity and respect for the autonomy of research participants by giving weight to an autonomous person's considered choices and opinions. For the participants' benefit and safety, the researchers followed the government's established health protocols by conducting only a virtual in-depth interview. The researchers guaranteed that the differently abled persons had their safe space of expression and participation throughout the research journey.

For a justified process, they ensured that the participants who participated in this study received equal treatment and fair distribution of the benefits according to what each participant deserved. Subsequently, no exploitation has occurred among participants and researchers. This process ensured that the researchers adhered to the protocols written in the informed consent and upheld the principle of justice throughout the study.



RESULTS AND DISCUSSION



Figure 6. SA LIKOD NG ISKRIN Documentary Poster

Sa Likod ng Iskrin is a 20-minute documentary film of the creative works study entitled "PWeDability: Online Career Opportunities for Differently Abled Persons." It featured the lives of differently abled persons - one with polio, the other with Duchenne Muscular Dystrophy condition, and the last one who is deaf. All of them have established careers online.

The poster's theme was based on "virtual reality," connected to the documentary film's title, "Sa Likod ng Iskrin." This entailed the life of persons with disability behind the screen of the online world. Thus, the documentary's content comprised the participants' answers to the research questions.



Its title, "Sa Likod ng Iskrin," encapsulated their journey in the digital platform. They were glad to share their exciting stories, given that they are part of the people in the disability sector. Though all the interviews were done virtually, the researchers ensured that the content and quality of the output were not compromised despite the physical interview restrictions.

Presentation and Analysis of Data

The researchers presented two research questions, each corresponding to an identifying question and a probing question related to the research questions, which the participants of this study answered through a virtual interview.

The first research question sought to discover the experiences of differently abled persons using online platforms for career seeking. Upon answering the first identifying question, the participants: Mary Grace de Loyola, Naprey Almario, and Charina Tenajeros, shared their stories about how their online career journey began. According to Mary Grace, her journey started when she was eager to find a job.

"Eager man gud kaayo ko makapangita ko'g trabaho...Tungod sa pagscroll-scroll nako sa Facebook, kita ko sa isa ka page na... didto ko na catch sa ilang post na nagahatag daw sila'g trabaho sa mga PWDs, so naexcite ko. Syempre kay "hala, mao na ni!" Diba bihira lang pud ng mga tao na muhatag jud og tabang para sa mga PWDs? So mao to siya, kato sila na group is Virtualahan..." (I was so eager to find a job. As I was scrolling on Facebook, I was caught by a page's post saying that they are giving jobs for PWDs, so I got excited. Of course, I thought, "This is it!" It is rare for people to give help to PWDs, right? So, that's it, that group was Virtualahan.)

Naprey, on the other hand, has an educational background in technology which made him pursue his career online. More so, the seminars he attended in the past, given by organizations affiliated with the sector of differently abled persons, contributed to his journey online.



Figure 7. Screenshot of Interview with Naprey Almario while Sharing his Journey Online from the Documentary Film “SA LIKOD NG ISKRIN”

“Because my course way back in college is IT. So, it is quite related to computer or online jobs. So, I started working as a general virtual assistant, and then because I am a person with disability, I was able also to attend some trainings for persons with disabilities on how to work online. So, at that time, I was still studying. I was doing my last semester in the University. So medyo hindi na siya ganon kakumbaga madugo yung schedule ko. I had enough time to do some online work, pero dati ano lang, kumbaga 3 to 4 to 5 hours in a day na trabaho. So that’s how I started my online career, that was because of my course, and also because of some trainings I attended that was given by some persons with disability organizations.” (Because my course way back in college is IT. So, it is quite related to computer or online jobs. So, I started working as a general virtual assistant. Then because I am a person with a disability, I also attended some trainings for persons with disabilities on how to work online. So, at that time, I was still studying. I was doing my last semester at the University. So, my schedule during that time was not too hectic. I had enough time to do some online work. But it was just about three to four to five working hours in a day. So that is how I started my online career – that is because of my course and some trainings I attended that were given by some persons with disability organizations.)

Like the two other participants, Charina has her own story about how her online career-seeking journey began. Aside from her desire to become independent at 23, Charina also started her career online to pursue a profession aligned with her educational background.



“When I was 23, I want to be independent. So, you know, I went to become a house helper for a couple in the church. And because they are still working, they are online workers and they say, “Wow! You have graduated with computer literacy.” So that is why they made me to become a bookkeeper. It all started there. I did ano, menial jobs outside and then I noticed there is ano, a lot of discrimination going on. Kailangan may connection ka, like that. And even I have abilities, that is when I found Virtualahan. They offered scholarship, I grabbed it. And after 2 months with the training, it was really surprising because I did not expect to have multiple clients.” (When I was 23 years old, I wanted to be independent. So, I became a house helper for a couple in the church. They were online workers, and when they found out, they said, “Wow! You have graduated with computer literacy.” So, they helped me to become a bookkeeper. It all started there. I did menial jobs outside, and then I noticed a lot of discrimination. Having connections was necessary, like that. And even if I have abilities, that was when I found Virtualahan. They offered a scholarship, and I grabbed it. After two months of training, it’s surprising because I did not expect to have multiple clients.)

The second identifying question deliberated the factors that pushed the participants to seek a career online. Naprey emphasized accessibility in the physical workplace as the main reason he preferred to find a job online. He accentuated that despite how well-paying the salary offer was, he would not trade his comfort over the reality of going up and down the stairs daily. A study conducted by Opoku et al. in 2019, entitled "Extending social protection to persons with disabilities: Exploring the accessibility and the impact of the Disability Fund on the lives of persons with disabilities in Ghana," discovered that steps and other limiting obstacles in the physical environment limit wheelchair user's mobility in the workplace.

go to the second floor and everything was ano, was parang okay. The job itself is nice. In fact, tawag nito, the owner, offered a high salary. Kase when they learned na I was a teacher in college, parang “Okay, wow! You’re overqualified kase nagturo ka na pala. So, we will give you a good salary”. But then, doon ako sa idea na I have to go up every day, second floor. So parang, it is not worth it.” (Well, first and foremost, that is it, the accessibility. So, I had to go to the second floor, and everything was okay. Because when they learned that I was a teacher in college, they were like, “Okay, wow! You are overqualified because you already taught. So, we will give you a good salary.” But then, the idea that I had to go up to the second floor every day. So, like, it is not worth it.)

Charina's experience of discrimination and abuse, specifically the molestation, sterner her decision to work online. Billote et. al., in March 2022, conducted a study in Basco, Batanes, about the Issues and Challenges Faced by Persons with Disabilities. The study found that due to their disabilities and the discrimination they experienced in general, PWDs have difficulty working and finding employment.



Figure 8. Screenshot of lnterview with Charina Tenajeros on the factors that pushed her to seek career online from the Documentary Film “SA LIKOD NG ISKRIN”

“Mostly because of discrimination. And second is you know, when you are deaf you are prone to, you know, molestation, like that. Because I do not want to be objectified, I became ano, I condition to become introvert. I just want to stay at home. I do not want to go out.” (Mostly because of discrimination. And second is, when you are deaf, you are prone to molestation. Because I did not want to be objectified, I became conditioned to become an introvert. I just want to stay at home. I do not want to go out.)

The participants continued to unveil their respective experiences with working on digital platforms as they narrated the advantages and disadvantages of seeking a career online. Grace stated that being able to conceal her disability online is an advantage for her. Yet, the slow internet connection and background noises during an interview caused her some distractions.

“When it comes sa online, dako siya’g advantage sa amo PWDs kay dili man gud kabasehan kung unsa imong condition. Pwede man gud nimo itago sa imong mga applyan na unsa imong condition kay dili man na mao ang kailangan, kay ang imong skills man gud ang kailangan...”



Ang connection diri sa Philippines, super slow jud. So, kana ang connection jud and siguro mga mild distraction lang, kay ang among mga client man gud kay naa sa laing bansa, so abroad gyud tanan. And diba dili man na sila ganahan og na'y saba na iro or labaw na mga manok?" (When it comes to online, it really has a huge advantage for us PWDs, because your condition will never be a basis. You can hide your condition from your employers; thus, your skills are what is needed, and not your disability. The connection here in the Philippines is so slow. So, I think it is really the connection and mild distractions, because our clients are in other countries, they are all abroad. We all know that they do not like noises from dog barks and crowing roosters.)

On the other hand, Naprey highlighted the convenience and portability of online job searching. He shared that he could find a job online anytime and anywhere as long as there is an available internet and device.

"You just have to sit down. As long as you have your internet with you, kahit nga mobile phone, pwede kang maghanap eh. So very convenient and portable siya. Kahit saan ka, pwede ka maghanap ng trabaho" (You just have to sit down. As long as you have your internet with you, and even just a mobile phone, you can find (job). It is very convenient and portable. Wherever you are, you can look for a job.)

As for Charina, the advantage looked as if someone is rowing a boat, thus after you type and search, jobs will come easily on your way. But as a deaf, any process that required hearing was the hardest part for her.

"It is very easy like, you are just ano, like you are just rowing a boat - just type it, search the job, and they just coming your way... It is easy to navigate the online platform because you can study in just in your screen if you want to know something that you do not know. You are just gonna type it and navigate the web... The hard part that requires hearing and I cannot. For example, I have been selected to do interviews, like oh when they meet me, "Oh, you are promising. We want to interview you.", like that and I would be happy and then at the end of the interview they say, "You're deaf", yes, it is written in my cover letter. They did not read it, then 72 failed interviews." (It was very easy, you are just like rowing a boat - just type it, search for the job, and they just come your way. It was easy to navigate the online platform because you can study just on your screen if you want to know something that you do not know. You are just going to type it and navigate the web.



The hard part was whenever it required hearing, and I could not. For example, if I have been selected to do interviews, like oh, when they meet me, "Oh, you are promising. We want to interview you." like that. I would be happy, and then at the end of the interview, they say, "You are deaf," yes, it is written in my cover letter. They did not read it, then 72 failed interviews.)

Tudy, in his study entitled "From the corporate world to freelancing: the phenomenon of working from home in the Philippines," cited that Filipinos who ventured into working from home as a freelance often encounter distractions and lack of recognition. Moreover, the study also identified that freedom, flexibility, and having more time with loved ones are among the benefits of working online, outweighing its disadvantages. Thus, vouching for Mary Grace, Charina, and Naprey's statements regarding the advantages and disadvantages they encountered in seeking careers online.

Since the participants used online platforms to find jobs, they were asked about the digital platforms they currently use. It appeared that Grace utilized Facebook, OnlineJob.ph, Upwork, and JobPh. For Naprey, he highlighted LinkedIn and JobStreet.com, while Charina pointed out UpWork, OnlineJob.ph, Facebook groups, and LinkedIn. Most participants shared common digital platforms in searching for a job. In 2020, MoneySmart Philippines' 10 Best Job Search Websites and Apps to Find Work from Home identified Jobstreet.com as its top one. Upwork ranked third, followed by OnlineJobs.ph and Facebook jobs. LinkedIn placed sixth on the list (Capati).



Figure 9. Screenshot during interview with Mary Grace de Loyola sharing about the online platforms she used from the Documentary Film "SA LIKOD NG ISKRIN"



“By kato siya na time wala pa man gud koy idea man gud so I think Facebook palang ko ato...naay JobPh...para sa akong mas legit ng OnlineJob.ph and Upwork... mao na siya ang akoang ginagamit pud karon na makaingon jud ka na legit jud siya na looking for online career.” (By that time, I do not yet have idea, so I think I was just using Facebook. There was also JobPh, but for me OnlineJob.ph and UpWorks was the most legit. That is also what I am using up until now that I can testify that it is legit for people looking for online career.)

Naprey shared a few online platforms he used to start his career online. Still, it was LinkedIn he found helpful the most among others. Connecting with others was easy for him since he had already listed his work experiences on the platform.

“Pero yun, jobstreet.com – it is a parang nadoon yung mga posting nila. Uhm, LinkedIn is also very helpful kase more of ano kase yung LinkedIn eh, profession talaga. So once you have your profile there along with your work experiences mo, it is easy to network with people, it is easy to parang get opportunities online.” (That is it, jobstreet.com – it is like where they post there. Uhm, LinkedIn was also very helpful because more of LinkedIn is intended for professions. So, once you have your profile there along with your work experiences, it is easy to network with people, and it is easy to get opportunities online.)

Charina also shared the sites that helped her a lot in job searching. She then described these online platforms as saturated since the pandemic started.

“Before when I was a newbie I used UpWork. What you call these, OnlineJob.ph are the only platform I can use. The market became saturated during the pandemic and all of them went there.”

Given the digital platforms that they were using. The researchers gave a supporting question about their findings on using those online platforms in seeking their current career. All of them answered that it was very easy and convenient to use. Grace emphasized that if you do not have the idea of using it, all you need to do is to learn.

“Actually, dali lang jud siya kay...kung wala kay idea magtuon lang jud...naay mga tools and application na dili ko familiar so I am doing research lang jud sa youtube kung dili ko kampante” (Actually, it is very easy. If you do not have the idea— learn from it. There are tools and applications that I am not familiar with. So, if I am unsure, I just search it on Youtube.)



Naprey also noted that it depends on someone's accessibility. According to him, the online platforms he mentioned are already very convenient for those with limited accessibility, as they could help ease the struggles of seeking career opportunities online. Lastly, Charina added that social media is very easy — if you love it.

“Itong mga ito is very convenient for someone na limited yung accessibility, it will ease the person’s struggle when it comes to finding job opportunities online. I am speaking as person with disability na I know a lot of person with disability na parang they find it difficult, parang may notion kase na pagsinabing online job, “Ay mahirap yan. Medyo ma-techy yan. Medyo ma- digital yan”. Pero with this kind of platform na nandun na lahat, mas easier, mas accessible yung paghahanap ng trabaho.” (These things are very convenient for someone with limited accessibility, it will ease the person's struggle when it comes to finding job opportunities online. I am speaking as a person with a disability, and I know a lot of people with a disability is like they find it difficult, with their notion that once you say online job, "That is difficult. That is a bit techy. That is a bit digital". However, with this kind of platform, everything is there, and it is easier and more accessible for job search.



Figure 10. Screenshot during interview with Charina Tenajeros on her thoughts about the online platforms used from the Documentary Film “SA LIKOD NG ISKRIN”



“I think you know... if you really love social media, it is easy.”

In conclusion to this study's first research question, the invited participants were asked the fourth identifying question regarding the challenges they encountered upon seeking career opportunities online. According to Mary Grace, she has not so far encountered any challenges in her online career, particularly discrimination towards her condition. She shared that a person with a disability, like herself, hates it the most when underestimated and discriminated against; hence, she chose not to expose her disability to her workmates and employers as much as possible. In support, disabled women in China chose to utilize social media as a cover that could disguise their disabilities to avoid discrimination in their workforce (Zheng et. al.). More so, Grace admitted that she had struggles with communicating about her situation of having difficulty fully using her hands in doing her work.

“Actually, wala kay depende man lang gud. As much as possible, dili namo e-expose kay para dili pud gani mi e-take for granted. Basig isipon ba na, “Ay PWD na basig tagaan lang na siya og opportunity kay naluoy...”. Which is mao jud na ang pinaka number 1 na hate jud namo. Kay dili naman gud ko ka- type, so im not using keyboard na...” (Actually, none. Because it really depends. As much as possible, we will not expose our condition so that we will not be taken for granted. People might think that "Oh! They are PWDs. They were only given the opportunity out of pity." And that is the very first thing that we hate the most. Since I cannot type, I do not use the keyboard anymore.)

Meanwhile, for Naprey, the challenge he had encountered dealt more with the adjustment phase of being a virtual assistant. According to him, it is necessary for him and the other people working as a virtual assistant to adjust given that the Philippines mostly outsource online job opportunities from other countries.

“Siguro hindi siya more of sa technicality, but more of adjustment yung challenge. Kase limited din yung trabaho na available sa atin. Mas dependent tayo dun sa ibang bansa na nagbibigay ng trabaho sa atin. So, we have to adjust, kasi tayo yung nangangailangan ng trabaho. Yung lang, adjustment with the culture, adjustment with the time.” (Maybe it is not more on the technicality, but the challenge was more on the adjustment phase. Because the works available here are limited. We are more dependent on other countries that could provide us with jobs. So, we have to adjust because we are the ones who need jobs. That is all, adjustment with the culture, adjustment with the time.)



Charina also shared that, given her condition, she was challenged the most regarding accessibility. Videos that lacked captions and were spoken in a language that the transcribing application could not recognize hindered her from understanding and consuming information. According to Mack et. al., the lack of captions for spoken content videos is among the identified key areas of difficulty encountered by deaf people in consuming content from social media platforms.

“I think it is the accessibility. It is really hard sometimes there are videos with no caption. And videos in other language like Filipino, but the transcriber can only acknowledge English...”

To further discuss the participants' responses, a probing question was asked regarding how they dealt with the challenges they encountered upon seeking career opportunities online, which each of them retorted during their respective interview schedules. As per Naprey, he just had to adapt to the adjustment phase of working in a virtual setup. For him, adjusting and becoming open to new learning was crucial when venturing into a new working setup, especially with the surge of online opportunities. Career adaptability and resilience were found to be effective psychosocial resources in coping with the changing work condition, promoting work participation, and achieving career development among employees with or without disabilities (Ferrari).

“At first, maninibago ka. You have to weigh the situation. So, you have to adjust, kase ganoon naman talaga, it is just like working in a new workplace or company, just so happen na it is virtual. It is also a big thing that you are open to learn because there are a lot of opportunities online. So, you have to be ready, you have to be open, and you have to continue learning. Kase, nandyan na lahat ng resources online...” (At first, you will feel somewhat unfamiliar. You have to weigh the situation. So, you have to adjust because that is just how it is. It is just like working in a new workplace or company; it just so happens that it is virtual. It is also a big thing that you are open to learning because there are a lot of opportunities online. So, you have to be ready. You have to be open. And you must continue learning because all the resources are already online.)

On the other hand, Charina dealt with the challenges she encountered by finding the right client to meet her accessibility needs. A study in the Philippines proposed that persons with disabilities are competent and productive as employees when given a task appropriate for them. The study then discovered that with correct job matching and appropriate task assignment, impairments of PWDs do not affect their work performances (Seva). Thus, corroborating Charina's case is about finding the right task or client appropriate for her working abilities.



“What I did is, you know, I am going to find the right client. I am not going to push with someone who cannot, you know, meet my accessible needs...”

The study's second research question pursued to know the perception of differently abled persons towards the availability of online career opportunities. Its first identifying question queried what the participants could say about the availability of careers online. Mary Grace and Naprey both testified that many opportunities are waiting online for differently abled persons. Thus, agreeing to Cecilia Noble's study in 2012 about Cyberspace as Equalizer: Opening up Lifeworlds and Empowering Persons with Disabilities in the Philippines, listed fields of work where differently abled persons can apply. The following works include graphics animation, data entry operations, computer operations/encoding, computer programming, software development, and testing, IT entrepreneurship, and web page design and development.

“There is a lot of opportunities sa online... Mao ganing niingon ko na much better na mag take sa mo'g online digital course if you want to pursue online works, kay atleast kana kabalo ka, mainitroduce nimo sa imo ang mga technical, ang mga application. And dagha'g opportunities sa online, skills lang jud ang kailangan nimo iinvest first.” (There are a lot of opportunities online. That is why I told you that it is better to take online digital courses first if you want to pursue online work. At least you will know you will be introduced to technicalities and applications. There are a lot of opportunities online; you just have to invest in your skills first.)



Figure 11. Screenshot during interview with Naprey Almario talking about his perception on the availability of online career opportunities from the Documentary Film “SA LIKOD NG ISKRIN”



“The opportunities are already there. It just so happened na kailangan lang natin siyang buksan. Kailangan natin siyang i- open by just simply attending yung mga opportunities online, yung mga nagbibigay ng libreng training online.” (The opportunities are already there. It just happened that we needed to open them. We need to open them by simply attending to the opportunities - those free online training.)

For the probing question, which described their experiences in seeking a career online, Mary Grace, Naprey, and Charina shared common stories that they really struggled at their starting point. However, all of them took it positively. Mary Grace took it as a challenge to provide for their needs and change her status quo.

“Actually, naga struggle pud ko sa start kay murag bago gani sa akong tanan ... katong nagstart kog training sa digital skills kay... na overwhelmed kay feeling nako pa-brightanay jud ni siya... siguro lang kay gusto jud nako kaayo akong trabaho karon... akong eagerness naa jud siya ba... kay bisan nalisudan gud ko pero gitake nako siya as a challenge ba kay kung dili nako ni siya epursue wala man puy mahitabo... I think wala siguro ko sitwasyon karon kung unsa akong status karon na murag nakaprovide nako sa akong parents ana...” (Actually, I struggled at first since everything was new to me. When I started training for digital skills. I was overwhelmed because I felt like it was an intellectual competition. Maybe because I really like my job, I have my eagerness. Even though it was really difficult, I took it as a challenge because if I do not pursue it, nothing will happen. I think I will not be in my situation right now — that I can provide for my parents.)

For Naprey, of all the experiences - challenges, rejection, and discrimination - everything is paying off. For him, it was a matter of focusing on the positive side of the journey in reaching the goal and having the correct mindset that could help one to succeed.

“Hindi rin siya madali. I also gone through a lot of challenges, rejection, discrimination. Siguro hindi ko lang siya na- highlight because why would I highlight those unfortunate events. I have to focus on the positive side. So, the whole experience was not easy but I think it is paying off now... Ganon lang din yung mindset ng isang tao na kapag hindi ka nag succeed sa isa, o kung pumalya ka, there is still another chance to stand up again, to lift yourself again, and stand tall...” (It was not that easy. I went through a lot of challenges, rejection, and discrimination. Maybe I did not highlight it because why would I highlight those unfortunate events.)



I have to focus on the positive side. So, the whole experience was not easy, but I think it is paying off now. It is the same mindset of a person that if you do not succeed, or if you fail, there is still another chance to stand up again, to lift yourself again, and stand tall.)

Lastly, Charina highlighted that the hardest part of looking for a career online is that people see her like she cannot do it and discriminate. Nevertheless, over the years, Charina learned to accept and understand that some people would find it hard to talk to her because of her condition.

“Im talking about right now, it is easy. But if I am talking about as a newbie before, it was really hard because when they are going to know that you are deaf, they will backout. That is a sort of discrimination. So, the hardest part of being... of looking a career online, they are gonna see you like you cannot do it. I do not get a choice if they are not gonna talk to me. It requires a lot of work to talk to me, so I respect that.”

The researcher ought to know how the participants perceived online career searching, which they gladly shared. Mary Grace disclosed that it was hard for her, especially in today's time, because of the rising competition.



Figure 12. Screenshot during interview with Mary Grace de Loyola on how she perceived online career searching from the Documentary Film “SA LIKOD NG ISKRIN”



“For me kay medyo lisod na siya karon na panahon man jud. Same sa akong giingon ganiha na daghan nag ka-kompetensiya and then daghan napud ang hawud. Actually, gud sa online everyday ang upgrade, kanang kumbaga feeling nimo kanang hawod na ka pero dili diay kay naa pay mas hawud kaayo...” (For me, it was quite hard already in today's time. Just like what I said earlier, there was a lot of competition and then there was a lot of skillful applicants. Actually, the upgrade occurs almost every day online. It is as if you feel that you are already skilled, but actually not because there are skilled enough.)

Meanwhile, Naprey concluded that he had already expected the future to be online; hence, it is crucial to immerse himself in the online world. More so, Charina found it easy, given her long years of experience, but she shared that she also had a hard time before.

“Hindi na siya perception, but more of... I know that the future is really more of into online na. Everything will be online na. Whether ano yung background mo, ano yung field of expertise mo, everything will be online na in the future or even right now. It started to you know, to evolve already into online. So, the opportunities are there, the resources are there, sa online, so all you have to do is to immerse yourself to the online world...” (It is not a perception anymore, but more of knowing that the future will really be more online already. Everything will be online. Regardless of your background and your field of expertise, everything will be online in the future or even right now. It has started to evolve online already. The opportunities are there; the resources are there. So, all you have to do is to immerse yourself in the online world.)

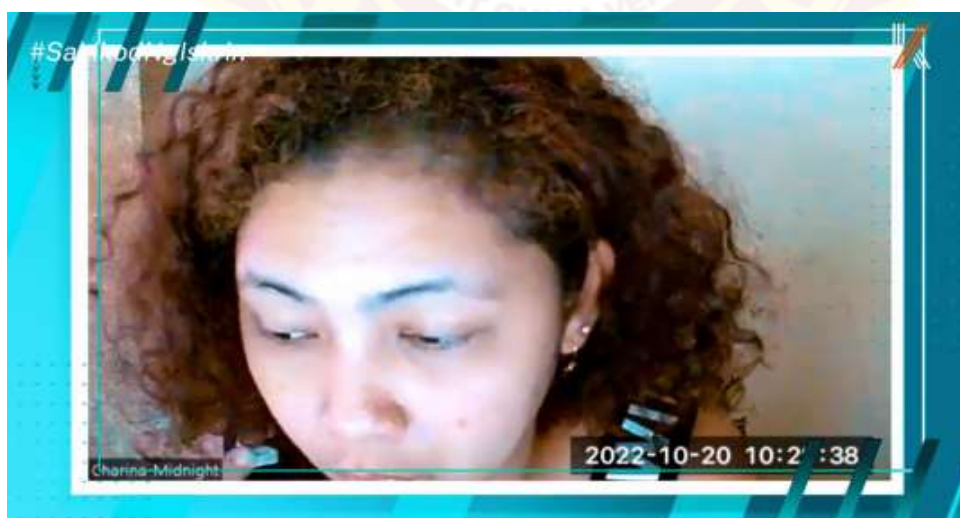


Figure 13. Screenshot during interview with Charina Tenajeros on how she perceived online career searching from the Documentary Film “SA LIKOD NG ISKRIN”



“Right now, it is easy because it just come at me... because I am 6 years na, so, I am all over the place na. But before, it was really hard. You just have to prove yourself and market yourself everytime, like it’s for years...” (Right now, it is easy because it [opportunities] just come to me since I have been working online for six years now. So, I am all over the place already. But before, it was really hard. You just had to prove yourself and market yourself every time for years.)

Mr. Rafael Somozo, the officer in charge of the Persons with Disabilities Affairs Office – Davao City (PDAO) and who also belongs to the sector of persons with disabilities, shared his sentiments about PWDs' venturing to online working through a virtual interview. According to Sunstar Davao, PDAO or the Persons with Disabilities Affairs office, based on the Republic Act 10070 or the PDAO Act, is an office established in every Local Government Unit with the aim to extend assistance and support to persons with disabilities by providing them programs and services from foreign and local resources. On behalf of their office, Mr. Rafael said that having online jobs available for his fellow differently abled persons and them venturing into working online is a good thing.



Figure 14. Screenshot during interview with Mr. Rafael Somozo, OIC of PDAO – Davao City, on his opinion about PWDs venturing into online working from the Documentary Film “SA LIKOD NG ISKRIN”



“Ang opinyon nako, maayo na nga naay mga online jobs para sa mga PWD. Pero ang mga uban pwd na dili maka-online... kay kabalo man ta nga naay mga PWD dili maka-online tungod sa dili maka-data, dili maka-wifi. Okay na para sa akua na ang uban PWD maka-venture pud og mga online jobs.” (In my opinion, it is good that there are online jobs available for PWDs. However, there are some PWDs who we know cannot work online because they do not have data or WIFI resources. For me, it is okay that there are PWDs that are able to venture into working online.)

Moreover, Mr. Rafael accentuated that having online careers and venturing into an online job benefit differently abled persons. He also mentioned a particular organization that coordinated with them in giving training and online opportunities for differently abled persons in Davao City, the Virtualahan.

“Yes, Maam. it is very helpful to PWDs. Naa’y isa ka kompanya diri sa Davao City, kanang Virtualahan. About na siya sa mga blind na [ginatabangan} o bisan dili mga blind. Naa silay mga amo outside Philippines nga naa silay pabuhaton about anang paghimo kanang website, kanang pahimoon sila ug proposal. Virtualahan isa ka organization na nga mutabang sa mga PWDs na gusto mu-trabaho online” (Yes, Ma’am. It is very helpful for PWDs. There is a company here in Davao City, the Virtualahan. It is an organization that helps the blind or even those with other disabilities. They have employers outside the Philippines that make them do jobs like creating a website and writing a proposal. Virtualahan is an organization that helps PWDs who wants to work online.)

The PDAO focuses on providing the usual livelihoods for differently abled persons, such as selling goods. But, according to Mr. Rafael, their office plans to propose a digital livelihood for the differently abled persons in Davao City who want to venture into online working.

“Sa pagkakaran Ma’am kay bago lang man gud na division ang PDAO. Bale sunod tuig pa namo na ma-propose kanang digital livelihood para sa PWD. Kay sa laing mga tuig kay wala pa namo na nastudyohan. Kay ang ubang livelihood sa PWD kay ang gusto man nila kay kanang bugasan, kanang mamaligya. Pero kanang digital nindot na buhaton para sa mga PWD, basin in the future ma-studyohan namo na.” (As of today, PDAO has just recently been divisioned. Thus, maybe we could propose about the digital livelihood for PWDs by next year because we have not yet studied about it in the previous years.



PWDs mostly want livelihoods like selling of rice and other goods. But digital [livelihood] is nice to do for PWDs, maybe in the future we could discuss about it.)

The virtual interview ended with the participants' uplifting message when asked what recommendations they would give their fellow differently abled persons regarding online job searching. For Mary Grace, differently abled persons should stop pitying themselves and leave their comfort zones.

“Stop pitying yourself. Daghang opportunity, bale ikaw nalang or kamo nalang ang ginahulat. So, gawas-gawas mo kung asa mana inyong lungga.” (Stop pitying yourself. There are a lot of opportunities, it is just really up to you. So, wherever your comfort zone is, get out of it.)

Naprey, on the other hand, emphasized the importance of joining organizations and attending training. He also encourages them to promote inclusion within the sector.



Figure 15. Screenshot during interview with Naprey Almario giving a message to her fellow PWDs from the Documentary Film “SA LIKOD NG ISKRIN”

“So, join an organization. Be willing to be trained and be open to any opportunities. Equip yourself with a lot of skills, training online. Let us promote inclusion. Tayo mismo sa sector mag advocate ng PWD awareness, ng inclusion, and we speak up.” (So, join an organization. Be willing to be trained and be open to any opportunities. Equip yourself with a lot of skills and training online. Let us promote inclusion. We, ourselves in the sector of PWD, should advocate awareness, inclusion, and we should speak up.)



Lastly, Charina was fervent in motivating her fellows to get an education, to focus on it and not on their disabilities. She emphasized how important it is to get an education, at least a basic education, especially for the differently abled person – depicting it as their best weapon against discrimination.

“I want for a person with disability to get an education no matter what. You should fight for it. You need to get that education and then you should focus on it. Not just stop because they have disabilities, they need it, they really need it. Even though there is a lot of discrimination going on, it is the best weapon they can get... Get that education so they can learn from it, and then everything will fall into its place.” (I want a person with a disability to get an education no matter what. You should fight for it. You need to get that education, and then you should focus on it. Not just stop because you have disabilities; you need it, you really need it. Even though there is a lot of discrimination going on, it is the best weapon you can get. Get that education so you can learn from it, and then everything will fall into place.)

Mr. Rafael Somozo, the OIC of PDAO – Davao, also said a few words for his fellow differently abled persons who plan to seek career opportunities online. His message encourages them to strive to reach their dreams, whether acquiring a career online or in a physical workplace.



Figure 16. A Screenshot during interview with Mr. Rafael Somozo, OIC of PDAO – Davao City encouraging his fellow PWDs from the Documentary Film “SA LIKOD NG ISKRIN”



“Ang message nako sa mga PWDs, kung unsa’y inyong mga plano, ma online mana o ma-physical, paningkamutan ninyo ang inyong handom kay matag-usa sa atoa naa tay katoyuan.” (My message for the PWDs, whatever your plans are, whether in an online or in a physical setup, strive for you dreams because each of us have a purpose.)

The participants were able to express their sentiments on the questions being asked. The researchers were also able to grasp insightful takeaways that were used during the study. Grace, Naprey, and Charina shared the starting point of their respective journey in venturing to the digital platform to seek career opportunities. They have encountered both positive outcomes and challenges, which comprised their experiences. More so, they have pointed out the factors that made them pursue their careers and the social platforms that paved the way to their current online career status.

Based on the participants' answers, many career opportunities are waiting online. Yet, they emphasized how salient it is to commit and invest first in digital skills through undertaking digital courses and training, especially with their condition. As differently abled persons, they accentuated that working online is not for those who are easily discouraged from rejection and failure. They depict the virtual working setup as a platform where they can hone and execute their best potential and abilities despite their disabilities.

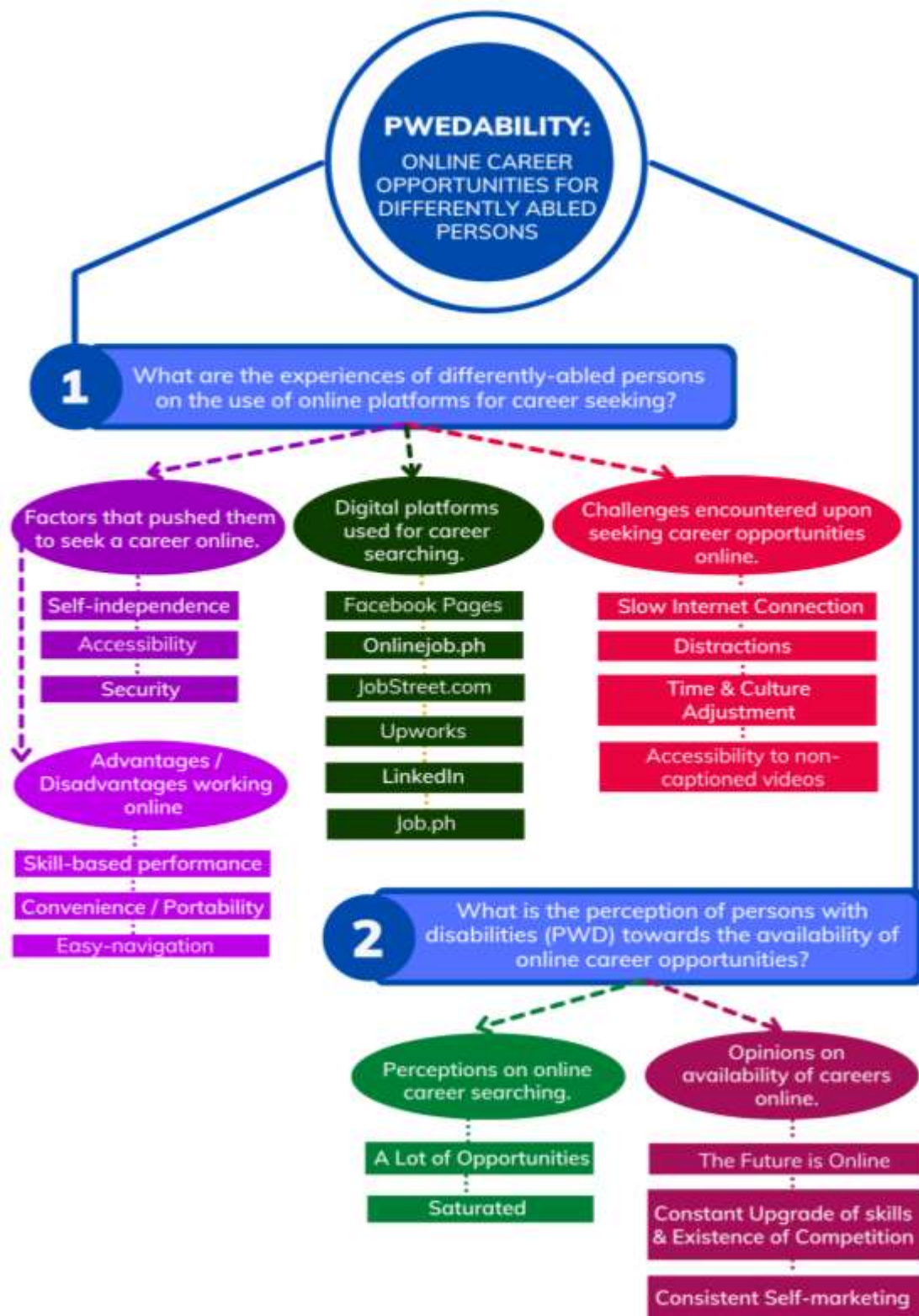


Figure 17. Graphic organizer on the summary of participants' answers in accordance with the study's utilized interview guide questionnaire



The proponents were able to create a graphic organizer of the summary of the respective participant's answers to the questions given by the proponents.

To quickly comprehend the gist of their responses, this graphic organizer is a time-saver for the readers.

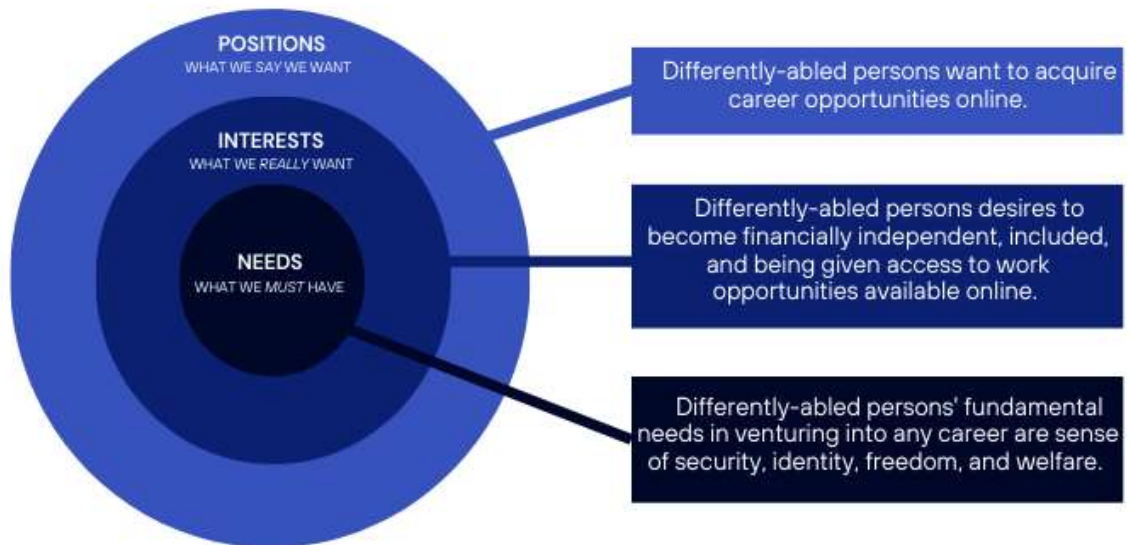


Figure 18. CSJ Onion Tool

The study's chosen Conflict Sensitive Journalism tool is the Online Tool. Upon the thorough analysis through this tool, the proponents have identified the differently abled persons' positions, interests, and needs concerning the study's purpose of documenting their experiences and perception of online career opportunities' availability. The summary and gist of their responses are presented in the figure.

IMPLICATIONS AND RECOMMENDATIONS

Implications

The advent of the digital platform has elevated the lives of many. In just a tap or one click, things that were frequently done in the physical setup can now be executed behind the screen. This digital influence even overruns the means of people in making a living as it is conspicuous how prevalent job opportunities are online. The fact that someone doesn't have to pour a toilsome to look for job hiring updates onsite is a privilege for job seekers. The evidence of online convenience is apparent to the mass.



Thus, the researchers pursued to discover if this convenience, precisely the means to have online career opportunities, is reasonably manifested and availed by persons with disabilities.

According to the Senate of the Philippines, Republic Act No.7277, known as the Magna Carta for Disabled Persons, was created primarily to ensure that people with disabilities have the same rights as everyone else. The act encourages their total social inclusion and involvement in the mainstream of society. In this given prerogative, persons with disabilities can be fervent in grasping the assurance the government has if they will have the same rights as everybody else - including the right to a career in the physical setup. However, our interview has uncovered the certainty that there are factors that give persons with disabilities the hesitation to apply for jobs in this working set. Among the considerations the participants mentioned were the struggle of accessibility, constant dependence, and discrimination in the onsite work environment.

The participants' choice of venturing into the digital platform for career-searching has brought them to a comfortable, portable, and accessible space where they can feel security and independence while working. Because these online careers are home-based, persons with disabilities now have the privilege to earn money in the comfort of their homes without compromising their convenience to make a living just behind the screen.

The participants' narratives in this study insinuate that commitment and investment in learning new skills and always being open to skill upgrades will make persons with disability obtain sustainability and more opportunities. The digital world is fast-paced and susceptible to changes; thus, being part of this platform means being adaptive to both the anticipated and unforeseen. Opportunities online are diverse, accessible, and easy to find, given that many online job-searching sites exist. But just like in the physical setting, competition for skills and knowledge is inevitable in the virtual workplace.

The researchers came to understand and recognize the role of the government in establishing and proposing online career assistance for the sector of persons with disability. This means that the government should aid their career necessities - free training to develop their skills and uplift their morale. Given a chance to interview the officer in charge of Davao City's Persons with Disability Affairs Office (PDAO), he mentioned that their office plans to propose a digital livelihood in 2023. Currently, the assistance PDAO can give to persons with disability is the traditional livelihood program - giving them capital for business opportunities and hiring them to work in encoding and cleaning offices. But since the present situation implies venturing persons with disability online for career opportunities, the office is scrutinizing what could be done best as they plan to extend their service digitally.



The proponents are convinced that the derived result of the paper will be utilized as a keen and informative reference for future researchers. Despite the constraints and challenges encountered along the way, the researchers continued to pursue the production of a creative works paper and documentary film entitled "Sa Likod ng Iskrin."

Insights

Considering the chosen research agenda and topic, the researchers have already realized, before its execution, those inevitable challenges are bound to occur while conducting this study. The ongoing pandemic added a toll on the researchers' part in finding qualified research participants and producing the study's creative works-format paper and documentary output. The researchers could only partially explore resources and opportunities that can be used in the study because of the restrictions brought by the current circumstance. Nevertheless, the researchers chose to push through with it, as the study's purpose and significance outweighed the challenges in the process.

Through this study, the researchers have come to learn and understand the situation of persons with disabilities seeking career opportunities, whether in a physical workplace or an online setup. The sector of persons with disabilities has always been vocal about their interest in acquiring career opportunities, being included, and participating in society. However, their disability and society's common stereotypes hinder them from fully experiencing and expressing their abilities.

The emergence of the digital work setup has paved the way for PWDs to put their best potential into use in a way that could secure their safety and comfortability and benefit them financially. But then, it was revealed that, just like in the usual work setup, competition among fellow job seekers and the need to upgrade skills constantly is a vital part of working online. More so, the researchers have discovered how the availability of online careers has played a significant role in allowing PWDs to perform, execute their skills and abilities, and independently achieve their goals.

The study participants gave a very insightful response during the interview, which made the researchers very glad, as they not only answered the study's research questions but also provided a meaningful impact on the researchers' perception towards persons with disabilities. The whole journey of conducting this study required a strenuous effort from the researchers, exhausting all possible tangible and intangible resources. Nevertheless, the overall experience was valuable and worthwhile as it allowed the proponents to produce a paper and a documentary film filled with creativity, sensible, and compelling content.



Recommendations

The conduct of this study has led the researchers to come up with possible recommendations for the selected recipients that could benefit from this output, mainly the differently abled persons, government, non-government and private organizations, company owners, clients, and employers, the future researchers, the families and relatives of PWDs, and everyone that could potentially read and understand its importance.

For persons with disability, specifically the physically and sensory impaired individuals, now is the time to learn from the stories of their fellows who used the available resources and grasped the online opportunities. They may get an education, for it is a powerful tool they can use in their future undertakings. Inclusion should start with them; thus, they should include themselves in the mainstream of growth.

The government may now create digital livelihoods and programs to extend their avenue of reaching and assisting the sector. These programs should help persons with a disability acquire digital skills and training that will pitch them to be employed online. The non-government organizations, on the other hand, may coordinate with the government to widen their scope of aiding persons with disabilities. Company owners and employers should strive to promote inclusion in the workplace. If disabled employees are felt included and not disregarded, they will be able to work productively and efficiently.

The researchers have discovered that few studies tackled this particular topic concerning PWDs and their accessibility to opportunities found online. They are primarily written in an international context. Hence, the researchers recommend that future researchers use this study to identify research gaps that could be a basis for producing new significant studies with a broader scope and purpose.

Family members, relatives, and friends play a crucial part in the growth of persons with disabilities; thus, it is advised for these people to give their full support, assistance, and encouragement that could motivate every PWD in the family to reach for their ambitions in life. Finally, to everyone who could read and stumble upon this study, it is time to advocate and create awareness about PWDs. As competent individuals, be their voice and stand for what they are fighting for.



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