



REPUBLIC OF THE PHILIPPINES
DEPARTMENT OF LABOR AND EMPLOYMENT
EMPLOYEES' COMPENSATION COMMISSION
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CIRCULAR No. 15-01-20

**ADVISORY ON THE DEFINITION OF MISSING PERSONS UNDER EC BOARD
RESOLUTION NO. 14-07-20**

The following advisory is hereby issued in relation to the implementation of Board Resolution No. 14-07-20 ("Guidelines on the Grant of EC Benefits due to Calamity or Fatal Event Amending for this Purpose Paragraph 5 of Board Resolution No. 93-08-0068):

The following are the series of events which should be considered in the grant of EC benefits:

1. The word "missing" refers to unknown fate or there is no trace of whereabouts of a worker, employee and uniformed personnel while he/she is in the performance of his/her duties during calamities or fatal events.
2. The worker, employee or uniformed personnel was not seen or heard from after the lapse of four years from the occurrence of the incident.
3. The disappearance of the worker, employee or uniformed personnel gives rise to presumption of death.
4. The death of the worker, employee or uniformed personnel arises out of and in the course of employment.

For guidance of all concerned.

Done in the City of Makati this 20th day of January, 2015


STELLA Z. BANAWIS
Executive Director