



OFFICE ORDER NO. 2014 – 538
Series of 2014

**ADOPTING A REVISED “NO GIFT POLICY” IN THE
EMPLOYEES’ COMPENSATION COMMISSION**

In the interest of the service, and toward upholding efficiency and integrity in the Employees' Compensation Commission, the following policy and guidelines relating to the “No Gift Policy” shall be implemented:

I. LEGAL BASIS

These guidelines are anchored on the following statutory policies and rules against acceptance of gifts by public officers and employees:

1. Section 3 of **Republic Act No. 3109** otherwise known as the **Anti-Graft and Corrupt Practices Act** provides that, among other acts or omissions, the following shall constitute corrupt practices of any public officer and thereby declared to be unlawful:
 - (b) “Directly or indirectly requesting or receiving any gift, present, share, percentage, or benefit, for himself or for any other person, in connection with any contract or transaction between the Government and any other party, wherein the public officer in his official capacity has to intervene under the law”;
 - (c) “Directly or indirectly requesting or receiving any gift, present or other pecuniary or material benefit, for himself or for another, from any person for whom the public officer, in any manner or capacity, has secured or obtained, or will secure or obtain, any Government permit or license, in consideration for help given or to be given...”
2. Section 7(d) of **Republic Act 6713** otherwise known as the **Code of Conduct and Ethical Standards for Public Officials and Employees**, provides that “public officials and employees shall not solicit or accept, directly or indirectly, any gift, gratuity, favor, entertainment, loan or anything of monetary value from any person in the course of their official duties or in connection with any operation being regulated by, or any transaction which may be affected by the functions of their office.”
3. Rule III of **DOLE Administrative Order No. 476, s. 2010** on Solicitation and Acceptance of Gifts under the Code of Conduct for DOLE Officials and Employees;
4. Section 29 of the **Code of Corporate Governance for GOCCs** (GCG Memorandum Circular No. 2012-07) provides that “Every Governing Board shall

