



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
EMPLOYEES' COMPENSATION COMMISSION
ECC Building, 355 Sen. Gil J. Puyat Avenue, City of Makati

Tel. No. 899-4251 • Fax. No. 897-7597 • E-mail: ecc_mails@yahoo.com • Website: <http://www.ecc.gov.ph>

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GOOD NEWS	WHY GOOD NEWS
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<p>ECC volunteers for survivors of typhoon 'Yolanda'</p>	<p>The Employees' Compensation Commission (ECC) answered the call for volunteers at the Villamor Airbase in Pasay City on 20 November 2013 to provide assistance to survivors of typhoon 'Yolanda' who flocked to Manila.</p> <p>The volunteering spirit was apparent among ECC employees as they came to the office very early in the morning to wait for the office vehicles designated to bring them to the airbase, full of energy and enthusiasm. Excitement was felt for the activity as one employee quipped, "we are not only helping our countrymen devastated by the typhoon, but we are also helping ourselves in renewing our 'bayanihan' spirit".</p> <p>Upon arriving at the venue, they underwent briefing from the 'Oplan Salubong' coordinator on the house rules and guidelines on how to properly meet-and-greet and usher the incoming survivors. At around 7:30am, the employees were registered and assigned to different committees which include food, clean-up, marshall, counseling and medical committee. Most ECC employees were assigned as marshalls, while, two of them were assigned in the counseling and medical committee.</p> <p>As marshalls, they were tasked to the actual meet-and-greet of the survivors alighting from the C130 planes and buses. As part of their briefing in welcoming the survivors, they were told to hide the feelings of pity and hopelessness and instead, show an aura of optimism, courage, and hope. An ECC employee, Ricky Alcober, narrated that he could not hold his tears during the encounter with the survivors, especially the children, upon hearing the horror that they have been through, and that he needed to put up a smile while tears were dripping down his face.</p> <p>After welcoming the survivors, they were ushered in the vacant spaces of the Villamor Grandstand where they were provided food and clothes and counseled after which most of them were brought to their families in the dif-</p>

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ferent areas of Metro Manila.

After a tiring but fulfilling day at the Villamor Airbase, Necy Monteros, our HR staff who coordinated the event said that, "volunteering work like this is such a positive experience as it brings out the best in people. It makes us appreciate life and count our blessings", while waving her volunteer pin, which says: OBEDIENCE, GENEROSITY, PASSION, HUMILITY, FAITHFULNESS.

Companies Employing Persons with Work-related Disabilities (PWRDs) May Avail of Tax Incentives - ECC

Labor and Employment Secretary Rosalinda Dimapilis-Baldoz is reminding employers who employ persons with work-related disabilities to avail of tax incentives under RA 7277, otherwise known as Magna Carta for Persons with Disabilities (PWDs).

As chair of the Employees' Compensation Commission, Baldoz said that the Employees' Compensation Program's primary beneficiaries, persons with work - related disabilities, are entitled to the benefits provided under RA 7277 thus, their employers can avail of the tax incentives accorded in the said law.

Citing a report of ECC Executive Director Stella Zipagan-Banawis, Secretary Baldoz said that persons with work-related disabilities who availed of EC benefits through ECC's implementing agencies – the GSIS and SSS - and those who availed of the ECC-Katulong at Gabay sa Manggagawang may Kapansanan (KaGabay) Program were either rehired by their previous employers or hired by new employers. On these cases, employers are informed that they can avail of tax incentives provided under RA 7277.

Section 8 of RA 7277 provides that private entities employing persons with disabilities (PWDs) who meet the required skills or qualifications, either as regular employee, apprentice or learner, shall be entitled to an additional deduction from their gross income, equivalent to twenty-five percent (25%) of the total amount paid as salaries and wages to persons with disabilities. Provided, however, that such entities present a certification from the Department of Labor and Employment that the PWDs are under their employ and a certification from the Department of Health as to his dis-

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ability. The Regional Offices of DOLE all over the country issue the DOLE certification.

The said law further provides that entities that improved their physical facilities in order to provide reasonable accommodation for PWDs shall also be entitled to an additional deduction from their net taxable income, equivalent to fifty percent (50%) of the direct costs of the improvements or modifications. This, however, does not apply to improvements or modifications of facilities required under Batas Pambansa Bilang 344, also known as the .Accessibility Law.

Secretary Baldoz directed the ECC to include in their ECP advocacy seminars nationwide the aspect of tax incentive to employers to encourage their active participation in promoting the welfare of PWDs and to ensure gainful employment for qualified persons with disabilities, including persons with work-related disabilities.

**CONDUCTRESS HUR-
DLES CHALLENGES
OUTSIDE THE BUS -
an ECC KaGabay
Grantee Story**

Mrs. Yolanda Manalo of Novaliches, Quezon City, has been a bus conductress for more or less 20 years since 1990. She tried her luck at being an OFW (as domestic helper) for 2 years but home and family beckoned. So she went back to the industry where she met her husband Alex, also a bus conductor. They have 3 children, now aged 24, 14, and 10.

THE INCIDENTS

Sometime in February 2008, the Pascual bus where Mrs. Manalo was assigned, was plying the major thoroughfares of Metro Manila. Along the Muñoz area, the bus stopped to load and unload some passengers. While helping an elderly woman alight from the bus, she met an accident. Because of this, the company allowed her to rest for 3 days, and thereafter reported to work again for few years sans any medical or laboratory examination.

A little over 2 years later, in September 2010, another road incident would define Mrs. Manalo's fate. A car suddenly overtook their Pascual bus along the Trinoma area in Quezon City. A dangerous collision would have happened had the bus driver not immediately stepped on the break. Mrs. Manalo's right hip strongly hit a metal frame, and was torn. If not for that providential pocket rip, she would have been thrown to the windshield. How-

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ever, she felt extreme pain in her right hip. She got 3 days off to rest and again, went back to work as if nothing happened.

However, on 28 August 2011, unbearable pain shooting from her lumbar area sent her to hospital confinement. Her X-ray revealed spondylosis. She was prescribed with long rest and medication.

Despite prolonged leave from work, Pascual Liner gave Mrs. Manalo an extension of 3 months for rest in view of her good record. Further, she was able to claim 8 months sickness benefit from the SSS and 8 months permanent partial disability (PPD) employees' compensation benefit

However, she could no longer continue to work as bus conductress due to the bodily traumas she experienced. She eventually resigned from Pascual Liner.

NOURISHING HER ENTERPRISING SPIRIT

Under the ECC KaGabay Program, Mrs. Manalo first had to seek and take free 16 physical therapy sessions at the PGH, ECC's partner hospital.

The ECC Kagabay facilitates the provision of free physical restoration services such as physical/occupational therapy and rehabilitation appliances (prosthesis) as well as free skills and entrepreneurial training for persons with work-related disabilities.

Mrs. Manalo subsequently attended the seminar on meat processing. She also completed the ECC- funded 4-month long (3 October 2012 to 6 February 2013) seminar on "How to Start Your Own Business Enterprise" (SYOBE) conducted by one of ECC's partners, the Center for Small Entrepreneurs. For someone who had no such training in the past because her work limited her to the confines of the bus, she fully appreciated the SYOBE seminar particularly the areas of costing, record keeping, fiscal management and discipline. She was, after all, an entrepreneur in her own right even during her employment at Pascual Liner. Since 1998, after her bus duties particularly from 7pm to 12midnight, she would sell burger, rice, meat viands, and snacks at the bus terminal in order to augment her meager salary. She is also engaged in direct selling of shoes, makeup/cosmetic products, RTWs, uniforms, *fresh tilapia*, etc. With no regular formal employment to rely on,

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she continues with her entrepreneurial efforts up to the present with the knowledge she learned from ECC-funded seminars.

This year, Mrs. Manalo joined the ODWs (Occupationally Disabled Workers) Cooperative set up by the KaGabay beneficiaries with the assistance of the ECC. She is currently an officer of the Cooperative. Together with other members, she busies herself in manning a promising siomai stall at the MMDA bus terminal in Coastal Mall. They were given a stall in the area upon strong representation as a marginalized sector. Mrs. Manalo and other officers of the Cooperative promised to make the venture a successful project of the Cooperative in 2014 and dreaming of putting up similar stalls in other areas.

With renewed confidence in herself granted by the ECC-KaGabay program, Mrs. Manalo is taking good, sure steps towards improving her family's life.



Uniformed members of the Philippine National Police listen attentively to Alice S. Borres, ECC Information Officer, during an on-site lecture on the Employees' Compensation Program (ECP) held at Camp Marcelo A. Adduru in Tuguegarao City on November 28, 2013. (Inset) Ms. Borres receives a Certificate of Appreciation from the Regional Director, Atty. Rodrigo Purisima de Gracia.

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Remedios B. Andrada of ECC-REU No. 2 discusses the Employees' Compensation Program (ECP) to the participants of the Basic Occupational Safety and Health Seminar in Tuguegarao City held



We Serve and Protect... and we can also laugh. Members of the Philippine National Police laughed their hearts out at Alice S. Borres' funny anecdotes during one of her lectures on the



Maria Cecilia E. Maulon, ECC Chief Information Officer, gives an overview of the Employees' Compensation Program (ECP) to the participants of the ECP advocacy seminar held at Big 8 Corporate Hotel, Tagum City, Davao del Norte on December 11, 2013. (Inset) Atty. Jonathan T. Villasoto, ECC OIC-Deputy Executive Director and Atty. Joeffrey M. Suyao, DOLE Region 11



ECC Executive Director Stella Z. Banawis inspects the fingers of Dorendo Banting while Emilyn Gita-Gandoza of SGG Orthocare & Medical Enterprises prepares to fit his prosthetic glove. Dorendo had been working for seven years as a machine operator in



(From L to R) ECC Work Contingency Prevention and Rehabilitation staff Veronica Curimao, Anne Misa, Nancy Bonto, together with ODW Credit Cooperative member Miguela

Prepared by:

[Signature]
JOHN ALBERT S. CASALME
Clerk

Noted by:

[Signature]
MA. CECILIA E. MAULION
Chief, Information and
Public Assistance Division

Approved by: *[Signature]*

STELLA ZIPAGAN-BANAWIS
Executive Director

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