



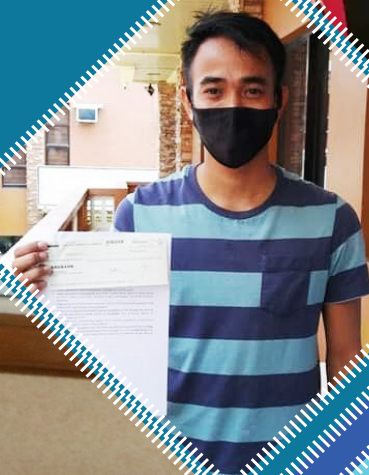
Employees'
Compensation
Commission

ANNUAL REPORT 2020

Katuwang ng Manggagawang Filipino



EMPLOYEES'
COMPENSATION
COMMISSION





Department of Labor and Employment
.....
EMPLOYEES COMPENSATION COMMISSION

ECC @45

#Workrelated "ECC Protektado"

Taos-pusong nagpapasalamat ang ECC sa patuloy n'yong pagsuporta sa aming ahensya sa loob ng apatnapu't limang taon.

Asahan po ninyo ang patuloy na pagbibigay ng mga benepisyo at serbisyo sa mga manggagawang Filipino na nagkasakit o naaksidente nang dahil sa trabaho.

Kagabay ninyo ang ECC tungo sa isang ligtas at maayos na buhay.



LOSS OF INCOME BENEFIT

Ito ay benepisyong nauukol sa pagkawala ng kita sa pagliban ng empleyado dahil sa kanyang pagkakasakit o pagkabalda.



MEDICAL BENEFIT

Ito ay ipinagkakaloob sa nagkasakit na empleyado simula sa unang araw ng pagkakasakit o pagkakapinsala. Kasama dito ang kabayaran sa ospital, sa doktor, at mga gamot na kinakailangan.



REHABILITATION SERVICES

Sa ilalim ng rehabilitation services o KaGabay Program, ang nabalda o napinsalang manggagawa ay sumasailalim sa libreng physical o occupational therapy, livelihood o skills training para ang empleyado ay makabalik sa trabaho.



CARER'S ALLOWANCE

Karagdagang tulong na P1,000 kada buwan na ibinibigay sa EC permanent at partial disability pensioner.



DEATH WITH FUNERAL BENEFITS

Ipinagkakaloob sa benepisyaryo ng mga manggagawang nasa pribado at pampublikong sektor na namatay dahil sa sakit o aksidente nang dahil sa trabaho.

Tumawag sa (02) 8 896-78-37 o 8 899-4251



Department of Labor and Employment
EMPLOYEES' COMPENSATION COMMISSION
ECC Bldg., 355 Sen. Gil Puyat Ave., Makati City



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EMPLOYEES' COMPENSATION COMMISSION



LEGAL MANDATE

The ECC is a government corporation. It is attached to the Department of Labor and Employment for policy coordination and guidance.

It is a quasi-judicial corporate entity created to implement the Employees' Compensation Program (ECP). The ECP provides a package of benefits for public and private sector employees and their dependents in the event of work-connected contingencies such as sickness, injury, disability or death.

As implementor of the Employees' Compensation Program, ECC is mandated by law to provide meaningful and appropriate compensation to workers.

MISSION

To develop and implement effective OSH policies and programs for the promotion of a healthy working population and prevention of work-related contingencies.

To promptly provide workers and/or their dependents with adequate benefits and rehabilitation and other related services in the event of work-connected accident, injury, illness and death.

To manage a sound, strong, and wisely invested State Insurance Fund.

VISION

By 2022, ECC is a nationally-acclaimed institution fully committed to ensuring a well-protected working population through sound, responsive and sustainable policies, programs and services on occupational safety and health (OSH), employees' compensation and rehabilitation of persons with work related disability.

CORE VALUES

We are God-loving, dedicated and steadfast professionals and public servants.

We stand for integrity, transparency, efficiency, and effectiveness in our office operations.

We deal with our clients and other publics with utmost courtesy, patience, compassion and dedication.

We deliver excellent services promptly and fairly to all.



Message from the President



RODRIGO ROA DUTERTE

President, Republic of the Philippines

My warmest greeting to the Employees' Compensation Commission (ECC) as it publishes its 2020 Annual Report.

I am pleased with the ECC's unrelenting efforts in immediately providing much-needed benefits and services to all our workers, most specially those severely affected by the COVID-19 pandemic.

May your achievements in the past year fuel your desire to pursue development initiatives that uplift the lives of Filipino workers. As we face the challenges ahead, I trust that you will continue to render public service with genuine compassion for the benefit of our people.

I assure you of this administration's unyielding commitment to enhance the working conditions and social benefits of our labor sector.

I wish you success in all your endeavors.



Message from the Secretary of Labor

Congratulations to the men and women of the Employees' Compensation Commission for the significant milestones in the year 2020 with genuine service and enhanced policies and services for our workers in the private and the public sectors.

As the Chair of the Commission, I am glad that we have enacted several policies that advanced the pressing concerns and needs of our persons with work-related disabilities. This is especially significant during this time of pandemic in accord with the thrust of this Administration and the Labor Department.

ECC's effort and relentless service is a testament to the kind of commitment, dedication and compassion that we all share to contain the impact of the pandemic.

Likewise, I commend ECC's collaborative efforts to immediately realign its resources and promptly respond to the urgent needs for financial assistance of our workers affected by the COVID-19 due to their work or working conditions. This resonates well with the goal of President Rodrigo Roa Duterte to exhaust all possible means in helping our Filipino workers.

I hope that we continue to work together as we advocate for a better world of work for our workforce and may you keep the fire of public service burning.

SILVESTRE BELLO III

Department of Labor and Employment



Message of the Executive Director

The year 2020 has seen many milestones for the Employees' Compensation Commission (ECC), all geared to better serve the needs of persons with work related disabilities (PWRDs) or their beneficiaries.

This year, ECC implemented its benefits and services to the self-employed (SE) compulsory members of the Social Security System (SSS). Through a joint initiative with SSS, more than three million SE members working in small businesses as single proprietorship owners, street vendors, small shop owners and other individuals and professionals who do not have employers other than themselves could now benefit from EC Program.

To respond to the needs during the CoVID-19 pandemic, ECC enacted policies to immediately address all concerns of workers with work-related sicknesses, particularly CoVID-19. Notable policies include expediting the processing of EC claims due to diseases acquired while in the line of work such as CoVID-19, extension of payment deadlines for EC contribution due to the pandemic and the P20K EC Financial Assistance grant to all EC Pensioners in the private and public sectors.

Notably, in 2020 alone, ECC also paid more than 30.62 million pesos of EC Cash Assistance to more than three thousand workers in the private and public sectors who contracted CoVID-19 due to their work.

This commitment to serve our workers especially the PWRDs remains the cornerstone of ECC in continuously improving and innovating our ways of delivering a more compassionate and inclusive public service.

Indeed, we faced a very stormy year. But, we braved through the weather and came out with fueled dedication and commitment to continuously provide meaningful benefits and services to all Filipino workers. This, we made possible through the individual and team efforts of the ECC family.



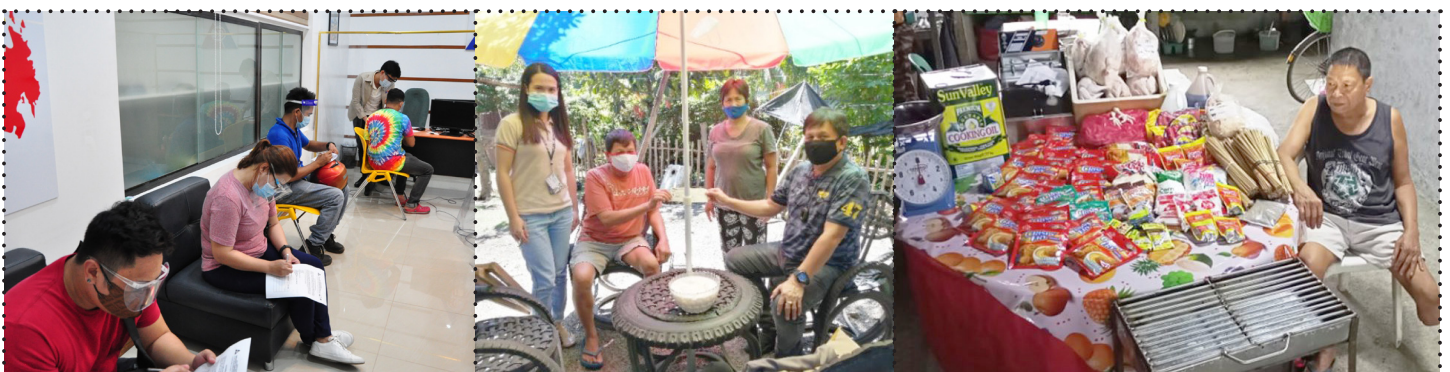
STELLA ZIPAGAN-BANAWIS
Employees' Compensation Commission

THE EMPLOYEES' COMPENSATION PROGRAM

ECC is a government corporation attached to the Department of Labor and Employment for policy coordination and guidance. The Employees' Compensation Commission is a quasi-judicial corporate entity created to implement the Employees' Compensation Program.

As implementer of the Employees' Compensation Program, its main functions are:

1. To formulate policies and guidelines for the improvement of the Employees' Compensation Program;
2. To review and decide on appeal all EC claims disapproved by the Social Security System and the Government Service Insurance System;
3. To initiate policies and programs toward adequate occupational safety and health and accident prevention in the working environment.



ECC in 2020: Relentless Public Service amid Unprecedented Times



While 2020 marked the start of a new decade, it was also a year that presented us with unprecedented challenges and tested all conventions and expectations as the world faces the CoViD-19 pandemic. In these challenging times, the Employees' Compensation Commission (ECC) remained steadfast in staying true to its mission and purpose of providing a responsive and viable Employees' Compensation Program (ECP) to Filipino workers and their beneficiaries who suffer from work-related contingencies.

Anchored on our values, the ECC propelled forward to deliver strong results and be productive in spite of the crisis. This year saw the passage and approval of six policy issuances in response to the current environment and needs of Filipino workers and towards the enhancement of the ECP.

- Extending the payment deadline for remittance of EC contributions by employers in view of the declaration of a state of public health emergency and state of calamity throughout the Philippines due to CoViD-19 (BR No. 20-03-06)
- Expediting the processing of EC claims of workers for diseases acquired in line of duty during outbreaks, epidemics, and pandemic (BR No. 20-03-07)
- Grant of advance pension for EC pensioners in both public and private sector whose areas

were declared under state of calamity (BR No. 20-04-08)

- Guidelines on the interruption of the prescriptive period for the filing of EC claims during pandemic, epidemic, and public health emergency, and other fortuitous events (BR No. 20-07-12)
- Grant of EC funeral benefits to the beneficiaries of covered members despite the absence of proof of expenses for funeral services further amending for this purpose rule XIV, section 1 of the Amended Rules on Employees' Compensation (ECC BR No. 20-07-13 dated 17 July 2020)
- One-time financial assistance of Php 20,000 to EC permanent partial disability (PPD), EC permanent total disability (PTD), and survivorship pensioners in the private sector (BR No. 20-07-14)
- One-time financial assistance of Php 20,000 to EC permanent partial disability (PPD), EC permanent total disability (PTD), and survivorship pensioners in the public sector (BR No. 20-08-17)

Aside from the formulation of policies for the improvement of its program, this year, the Commission ensured the speedy disposition of EC appealed cases, achieving a 91% case disposition rate or 56 cases disposed out of 58 cases handled. All handled cases were also disposed within the prescribed process cycle time of 20 working days.



Despite the disruption brought by the pandemic, ECC did not waver in fulfilling its mandate to deliver timely, adequate, and meaningful benefits to all Filipino workers who meet work-related contingencies. The Commission also seeks to empower persons with work-related disabilities (PWRD) and restore their dignity and self-esteem by opening opportunities for them to return to the economic mainstream and be productive and active citizens.

In 2020, ECC continued to provide necessary rehabilitation services, skills and entrepreneurial training, and starter kits through its Katulong at Gabay sa Manggagawang may Kapansanan (KaGababy) Program.

ECC has facilitated the provision of livelihood/skills training with appropriate start-up kits to 234 PWRDs; provision of physical/occupational therapy services to 132 PWRDs and, provided rehabilitation appliances or prosthesis to 28 PWRDs. Likewise, 15 victims of work-related contingencies were monitored, counselled and provided information on the Employees' Compensation Program.

This year, the Commission strengthened its Quick Response Program (QRP) to deliver much-needed assistance to Filipino workers in these challenging times. QRP gives life to ECC's mission to provide immediate help to workers in the event of work-related sickness, injury, or death and their families through psychosocial support, provision of tokens and cash assistance ranging from P10,000 to P15,000 per worker.

As of November 31, 662 qualified workers already received their cash assistance amounting to P7.1 million.

The pandemic, bolstered by Bayanihan Act 1 and 2, catapulted the ECC to grant Covid-19 cash assistance to workers who contracted Covid-19 by reason of the nature of their work and/or their working conditions.

For this reason, the ECC realigned more than P53.3 million from the budget of its various programs and projects to the cash assistance project to help more workers who contracted Covid-19 because of their work. More than 6,000 frontline workers including doctors, nurses, uniformed personnel, hospital support staff, pharmacists, employees of food industries, supermarket personnel, and security guards are expected to receive the cash assistance amounting to more than P60 million.

To date, 2,075 workers who contracted Covid-19 because of work already received their cash assistance amounting to P20.7 million.



The Covid-19 pandemic has also pushed the ECC to go above and beyond in its efforts to attain its mission of continuous education of Filipino workers of their rights and benefits under the ECP. Despite the limitations posed by the current situation, the Commission was relentless in its info campaign, utilizing available platforms and intensifying its online information campaign in response to the call for the adaption of the “new normal”.



The ECC started conducting webinars in place of face-to-face seminars on June 24 and has since facilitated 414 ECP webinars, reaching a total of 22,886 participants from 11,332 companies nationwide. In this connection, ECC has registered an increased awareness of 40% from the previous 24.89% public awareness survey on the Employees' Compensation Program.

To widen its reach in the public sector, ECC and the Armed Forces of the Philippines signed a Memorandum of Agreement to institutionalize the information dissemination campaign on ECP among employees and personnel of the AFP. Signed on June 15 at the AFP Headquarters in Quezon City, the MOA will provide ECC the opportunity to conduct seminars or webinars on its program and execute other information dissemination drives in AFP units, offices, and commands. Moreover, it also allows the Commission to facilitate the provision of services under QRP and KaGabay Program for qualified AFP employees and personnel or their beneficiaries.

The Commission understands the impact of social media and its ability to reach more people. Thus, ECC continues to boost its online presence by creating and uploading timely and informative contents and materials on Facebook. From more than 361,000 followers last year, ECC's Facebook page saw an increase on its followers count to more than 500,000.

The ECC also implemented traditional marketing campaigns and explored different platforms to amplify the public's awareness on the ECP. In fact, it has registered 21 ads published on quad media, a 140% increase rate from last year.

Furthermore, the Information and Public Assistance Division has also distributed 131,088 copies of IEC materials nationwide which is 143% of what it had accomplished during the previous year. Added to this, ECC has also assisted 5,592 walk-in and phone clients.

The Commission launched an SMS campaign geared towards the public sector and ad placement on television and radio. TV and radio interviews and guesting in both the national and regional level are also continuous.



ECC Awards and Recognition



The ECC remains firm in its commitment to deliver excellent services, dealing with our clients – the Filipino workers – with utmost courtesy, patience, compassion, and dedication. ECC's Public Assistance Center was renovated during the first quarter of 2020, to create a more welcoming and comfortable space for all Filipino workers who seek help in our office.

The tremendous effort and dedication of the members of the ECC have allowed us to move past the challenges of today and deliver prompt and efficient services to all Filipino workers through a more responsive and relevant Employees' Compensation Program. Through the hard work of the members of the Commission, ECC received the following recognitions from its partners and other award-giving bodies:

- Plaque of Recognition from Panabo Polymedic Hospital, Inc. given on February 23, 2020 at the Apo View Hotel, Davao City
- Plaque of Appreciation from People's Television Network's program Digong 8888 Hotline for being one of the top five most responsive government agency given on July 24, 2020
- Certificate of Appreciation from the Philippine National Police Regional Finance Service Office 9. The award was given on July 28, 2020 in recognition of the ECC's invaluable commitment, partnership and services rendered to Police Regional Office 9 and Regional Finance Service Office 9 personnel.
- Certificate of Recognition from the People Management Association of the Philippines – Pangasinan Chapter for the constant support of the ECC to the various programs of the PMAP given on December 2, 2020
- Award of Recognition under the Customer Service Category from the ASEAN Social Security Association for ECC's policy responses to pandemics, calamities, and other fortuitous events given on December 9, 2020
- Gawad Kamanggagawa from the Department of Environment and Natural Resources (DENR) for its notable contribution to the effort of the DENR in managing the environment and natural resources of the country given on December 15, 2020.
- Recognition of Volunteers Award presented by the Department of Environment and Natural Resources (DENR) on December 15, 2020 for the ECC's partnership with the DENR in the conduct of their environmental activities and efforts during the pandemic.

The global challenges brought by the CoViD-19 pandemic has tested our resilience. Yet, despite all these challenges and unpredictability, the ECC has remained relentless in the pursuit of its mission, particularly in providing utmost service to persons with work-related disabilities. While the times remain uncertain, the Employees' Compensation Commission will continue to be steadfast in its commitment to give Filipino workers sound, responsive, and sustainable policies, programs, and services.



Most Responsive Government Agency

Digong Hotline 8888 recognizes ECC as top 5 most responsive agency

The Employees' Compensation Commission (ECC) is recognized as the top 5 most responsive government agency by the People's Television Network's (PTV) program Digong 8888 Hotline on July 24, 2020.

During the airing of the program on Facebook, main anchor Presidential Legal Counsel Salvador Panelo with Assistant Secretary Kris Roman and Trixie Jaafar presented the plaques of appreciation to five government agencies namely: ECC; Department of Health (top 4); Overseas Workers Welfare Association (top 3); Department of Labor and Employment (top 2); and Department of Social Welfare and Development (top 1).

ECC Executive Director Stella Zipagan-Banawis said during the interview that with the awards given to the ECC inspire them to not just better the benefits and services that they offer, but to go above and beyond for the welfare of the Filipino workers.

For his part, Panelo told the viewers that the service to provide immediate and meaningful response to all Filipinos who need assistance by the government will continue.

Digong 8888 Hotline is a 24/7 public service hotline operated by the national government to address queries and grievances from the public directed to government agencies like ECC.

AWARDS AND RECOGNITIONS

ISO Certification

Certificate

Standard **ISO 9001:2015**

Certificate Registr. No. **01 100 1432634**

Certificate Holder:



Employees' Compensation Commission

4th and 5th Floors ECC Building
355 Sen. Gil Puyat Ave., Makati City 1200 Philippines

Scope:

Public administration that provides social services such as development and review of policy on Employees' Compensation Program, Disposition of Employees' Compensation appealed cases, rehabilitation of Persons with Work Related Disability (PWRDs) and Information Dissemination

Proof has been furnished by means of an audit that the requirements of ISO 9001:2015 are met.

Validity:

The certificate is valid from 2021-02-04 until 2024-02-03.
First certification 2015

2020-12-28

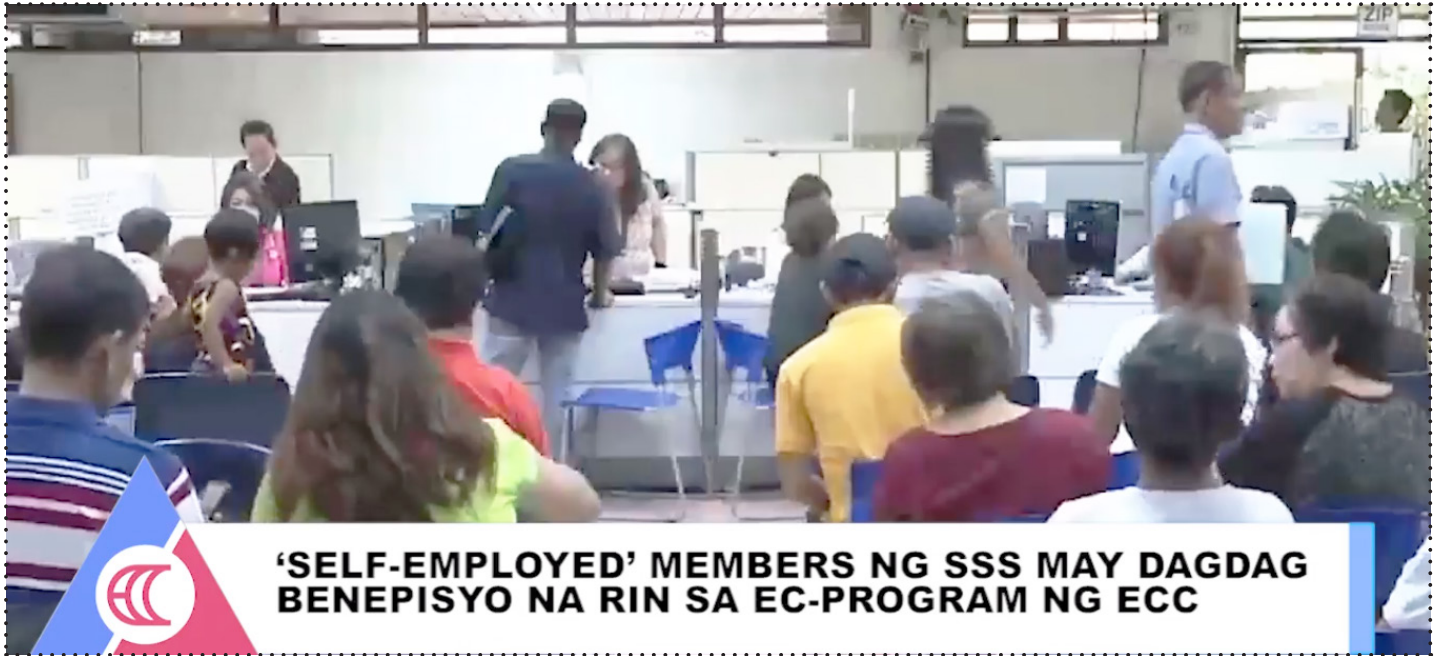
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Precisely Right.

Self-employed SSS members may now register to the EC Program



'SELF-EMPLOYED' MEMBERS NG SSS MAY DAGDAG BENEPISYO NA RIN SA EC-PROGRAM NG ECC

Employees' Compensation Commission Executive Director Stella Zipagan-Banawis announced on October 13, 2020, that all self-employed members of the Social Security System may now start registering to the Employees' Compensation Program. This is after signing a Joint Memorandum Circular (JMC) with SSS President and CEO Aurora Ignacio pursuant to the ECC Board Resolution No. 19-03-05 on promulgating the Policy on Expanding the Coverage of the Employees' Compensation Program (ECP) to the Self-Employed Compulsory Members of the SSS.

Starting September 2020, the Payment Reference Numbers (PRNs) to be issued by SSS for self-employed members will already include EC contributions. As for those self-employed members who have already paid their contributions in advance, a separate PRN will be emailed to notify them to pay their EC contributions corresponding to the period September 2020 until the last applicable month of advance payment.

Payment deadlines applicable for SS contributions shall also apply for the EC contributions of self-employed members. At present, EC contributions are pegged at P10 per month for workers with monthly salary credit (MSC) of below P15,000 and P30 per month for those with MSC of P15,000 and above. According to Labor Secretary and ECC Chairperson Silvestre H. Bello III, the ECC has been working hard in pushing for the expansion of EC coverage to self-employed members of the SSS.

Bello added that they are happy for this milestone development made by the ECC and SSS as it endeavors to cover almost 3 million self-employed workers.

A self-employed worker is one engaged in any trade, business or occupation, who has no employer other than himself/herself, derives an income from his/her physical and mental efforts, and who is not over 60 years of age (if initial coverage).

Included, but not limited to, are the following SE individuals: SE professionals who have their own business offices; Partners, single proprietors of businesses, and Directors or Trustees of the Board of corporations duly registered with appropriate government agencies; Actors, directors, scriptwriters, and news correspondents who do not fall within the definition of the term "employee" in Section 8 (D) of the Social Security Law; Professional athletes, coaches, trainers, jockeys, individual farmers, and fisher folks; Workers in the informal sector such as market and ambulant vendors, transport workers, and those similarly situated; Contractual and job order personnel engaged by the government through a Contract of Service and who are not coverable under the GSIS Law; and any other SE as determined by the Social Security Commission (SSC) under such rules and regulations that it may prescribe.

An SE who is not over 60 years old (up to 60th birthday) is subject for compulsory coverage, if for initial membership.

As of September 2019, there are about 37.8 million workers registered under the SSS. About 7% percent of the registered members of the SSS or 2.64 million are self-employed workers.

ECC Executive Director Stella Zipagan-Banawis said that with the current COVID-19 pandemic and in view of the presidential proclamations that put our country in state of public health emergency and state of calamity, ECC wants to make EC benefits accessible to all Filipino workers to immediately provide them relief in this trying time.

Streamlining of requirements during pandemic

ECC fast tracks processing of EC claims of workers for diseases acquired at work during pandemic

The Employees' Compensation Commission (ECC) has directed the Social Security System (SSS) and the Government Service Insurance System (GSIS) to hasten the processing and release of employees' compensation (EC) claims of workers who contract diseases in line of their duty during outbreaks, epidemics, and pandemics.

ECC issued Board Resolution No. 20-03-07, urging the SSS and the GSIS, as the Commission's administering agencies, to immediately process and release the EC benefits of workers who acquired diseases at work in times of outbreaks, epidemics, and pandemics such as the current coronavirus disease (COVID-19) pandemic that has affected millions of people worldwide.



ECC Executive Director Stella Zipagan-Banawis recognized the need for immediate provision of EC benefits to help workers and their families and minimize their vulnerability.

Banawis said that ECC acknowledges the risks that the workers face as they continue to provide much-needed services to the public in times of outbreaks, epidemics, and pandemics. Workers may become ill as a result of their exposure during these times. She further explains that it is ECC's mandate to deliver prompt, effective, and efficient compensation package to our workers in the event of work-related contingencies, and so, it continues to make necessary adjustments to our policies and implement programs that will properly meet their needs during this period.

Through Board Resolution No. 20-03-07, the SSS and GSIS are directed to speed up the grant of EC benefits of the workers who acquired diseases during this period by streamlining the required documents to the submission of the EC logbook, application form, medical diagnosis showing that the claimant was diagnosed as positive of the disease or having symptoms similar thereof (person under investigation) while on duty during the period of outbreak, and a certification from the employer proving that the worker is on duty during the period of outbreak. If necessary, SSS or the GSIS shall also conduct a field inspection to validate the qualified beneficiaries.

ECC opens portal of entrepreneurship to PWRDs

The Employees' Compensation Commission Region 11 conducted an Entrepreneurial Development Training and Financial Awareness Seminar at the Activity Center, DOLE 11 to eighteen Persons with Work-related Disabilities (PWRDs) in January 2020.

Eighteen PWRDs underwent the said training as a prerequisite for the grant of P20,000 livelihood assistance under the EC Program. The ECC further provide a complementary livelihood grant of P10,000 if the PWRD was able to sustain his/her business for at least one year, to encourage the PWRDs in expanding their livelihood enterprise.

Rea Sa-an of NRCO 11 equipped the PWRDs with the basic characteristics of an entrepreneur as well as the fundamental elements of starting up a business, its different risks and rewards. "The objective of my lecture is to inculcate to the attendees the proper method of business planning as well as determining viable business to help the PWRDs in choosing a business venture befitting their capacity, interest and skills." Sa-an said.

ECC Executive Director Stella Zipagan-Banawis said that the purpose of the activity was to ensure sustainability of the livelihood assistance granted to the PWRDs by affording them with appropriate and adequate management skill. "The progress of one's business lies so much on the ability to employ proper business judgment," she added.

"This training meant so much to me because I am now armed with right business mindset so as to prosper in my day to day economic endeavour," Charlie Gujol commented during the culmination of the activity.

The training has been an integral part of the livelihood program of the Employees' Compensation Commission. This primarily seeks to forge financial adeptness among the EC beneficiaries so that the livelihood grants may bring forth meaningful impact in the lives of PWRDs.



ECC, AFP sign MOA on provision of EC benefits and services



The Employees' Compensation Commission and Armed Forces of the Philippines entered into a Memorandum of Agreement (MOA) to institutionalize the Employees Compensation Program information dissemination campaign among civilian employees and uniformed personnel of the AFP on 15 June 2020 at the AFP Headquarters, Camp General Emilio Aguinaldo in Quezon City.

ECC Executive Director Stella Zipagan-Banawis and AFP Chief of Staff General Felimon Santos Jr led the ceremonial signing of the MOA. Present also at the event were ECC

Deputy Executive Director Atty. Jonathan Villasoto, AFP Deputy Chief of Staff Major General Adriano Perez Jr, Major General Ernesto Torres, Brigadier General Benedict Arevalo, ECC Information and Public Assistance Division Chief Cecilia Maulon and Public Relations Officer IV Alvin Garcia.

In her message, Director Banawis expressed her sincere appreciation to the leadership of the AFP in formalizing its partnership with the ECC.

ECC has been working for quite sometime now in securing a MOA with AFP and Banawis said she is very happy that it's happening despite the present crisis. With this partnership, ECC is hopeful that a more organized information dissemination campaign will be done between our organizations.

In addition to the EC benefits that can be applied at the GSIS, as the administering agency for the EC program, Banawis informed that in line with President Rodrigo Duterte's directive to provide more social benefits to workers, ECC Chairman and DOLE Secretary Silvestre H. Bello III has approved in 2018 the provision of cash assistance to qualified workers including uniformed personnel who are wounded in action and to dependents and beneficiaries of those killed in action.

Since 2018, a total amount of over 17 million worth of cash assistance was granted to uniformed personnel who suffered from work-related contingencies in coordination with the Department of Interior and Local Government

and the AFP. For their part, General Santos said that they are thankful to the ECC for initiating this partnership which will directly benefit the members of the AFP in the event of work-related contingencies.

Under the Memorandum, ECC will be provided with the opportunity to conduct seminars/webinars on the EC program, execute other information dissemination drives in AFP units, offices and commands and facilitate the provision of EC services under the Quick Response Program and the Rehabilitation or Katulong at Gabay sa Manggagawang may Kapansanan (KaGabay) program for qualified AFP personnel or their beneficiaries.

Further, to better promote EC programs and services, a technical working group composed of representatives from both organizations shall develop other areas of collaboration and assess the partnership.



ECC promotes EC program amidst COVID-19

In response to the health emergency crisis in the country due to the coronavirus disease 2019 (COVID-19) pandemic, the Employees' Compensation Commission (ECC) continues the conduct of its awareness campaign on Employees' Compensation Program (ECP) using the different media platforms.

ECC-Regional Extension Unit 1 made a series of interviews from several media entities in the Ilocos region during the varying stages of community quarantine.

Regional Officer Dexter Dupagan was interviewed by Public Information Assistant Joyah Mae Quimoyog of the Philippine Information Agency (PIA)-Ilocos Sur through their teleradio program dubbed as "Ammuentayo" aired live at DZTP 693 Radyo Tirad Pass on May 15, 2020 which earned over a thousand views on Facebook up to this writing.

April Bravo, the Information Center Manager said that it is the goal of PIA, as the country's chief information arm, to help national government agencies in disseminating information about its programs, projects and services to the public.

A separate live phone patched interviews also initiated by different radio stations in the region like Bombo Radyo Dagupan; Radyo Pilipino Dagupan; Radyo Totoo in Laoag City, Ilocos Norte; Radyo Pilipinas in Agoo, La Union; and in I-FM 104.7 Dagupan.

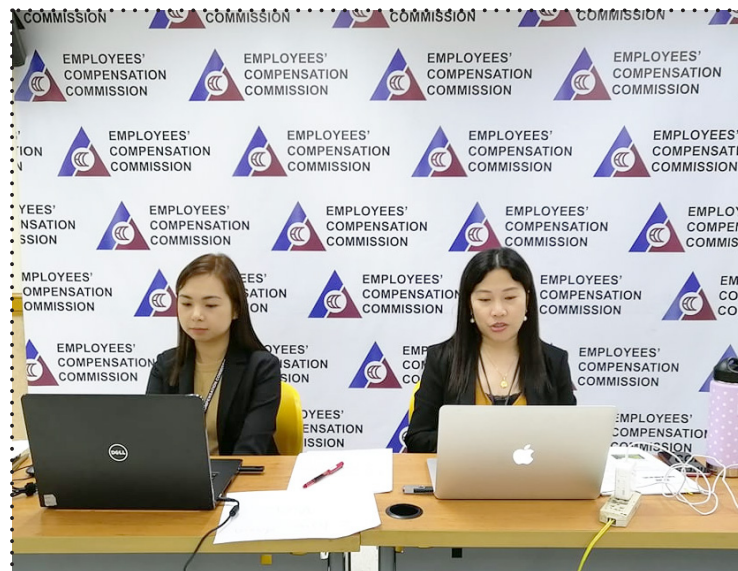
Last April, Dupagan was also interviewed by Information Center Manager April Bravo of PIA-Ilocos Sur.

Reporter Ivy Hernando of GMA Regional TV also did a phone patched interview which was aired over Balitang Amianan North Central Luzon.

Anchorman Lina Cervantes made a live interview via messenger which aired over DWPR 1296 Radyo Pilipino in Dagupan City.

With this new normal as the effect of this pandemic, aside from phone patched interviews and live interviews via messenger ECC has been conducting an ECP webinar on EC Program since June 24, 2020.

ECC Executive Director Stella Zipagan-Banawis said that thru these media, ECC is able to provide employees with information on the ECP right on their home or workplace and with due consideration of IATF guidelines on physical distancing.





ECC NEWS

ECC launches first SMS information campaign

The Employees' Compensation Commission (ECC) has launched its first SMS information campaign project on February 06, 2020 targeting all Government Services Insurance System (GSIS) members in order to strengthen awareness on the Employees' Compensation Program (ECP) among public sector employees.

ECC, thru a data sharing agreement with the GSIS, was provided with mobile contact numbers of members registered in the System who are the target recipients of the SMS. GSIS is the implementing agency of the EC Program. This project is part of the many initiatives of the ECC to strengthen its campaign on information dissemination about the Employees' Compensation Program (ECP).

ECC sent short message service (SMS) to the first 50, 000 mobile numbers as part of its pilot run while the remaining mobile numbers will also receive the message based on a schedule. Thru SMS, GSIS members will receive additional information on the EC Program every quarter. Executive Director Stella Zipagan-Banawis said, "We are glad that finally the SMS text blast is already on its pilot run. This way we are able to provide employees with information on the ECP right at the tips of their fingers. "

The SMS campaign according to Banawis is slated to run for one year to cover the GSIS members including the uniformed personnel who are also covered under the EC Program. Meanwhile, she added that all compulsory members of the Social Security System who are also automatically covered under the ECP are also expected to receive ECC updates thru SMS in the coming days.

ECC revs up client handling skills amidst COVID-19 crisis



To provide responsive and reliable assistance, the Employees' Compensation Commission (ECC) gathered its employees to another capability training on telephone skills to improve client handling.

In the 3-hour webinar training conducted recently by Business Coach Incorporated, it was emphasized that identifying the client's need is important to engage them during a telephone conversation.

According to Business Coach Trainer Ann De Ocampo, in a research provided by Bright Local, a content team which produces articles, researches and studies of online businesses, 60 percent of the callers still prefer to contact companies through phone.

De Ocampo introduced the participants to Herrmann Brain Dominance Instrument. HBDI is a kind of tool to analyze the type of caller and the need he or she is looking for. It further defined the callers' satisfaction by determining the techniques in conversing with these type of clients.

The ECC personnel including all the regional officers from Cordillera Administrative Region (CAR) down to Caraga (Region 13) were all present and participated in the said training. This is the fourth training program facilitated by the agency to better equip its employees despite the struggle of getting used to the new normal brought about by COVID-19 pandemic.

Allan Abanilla, from Information and Public Assistance Center which receives a bulk of inquiries said he realized that he should get the client's contact number, so in case the line will be cut he will be able to call them back which receives the bulk of calls of ECC clients.

ECC Executive Director said that handling public assistance desk is never an easy task and handling the calls of clients gracefully is part of the function of being in the frontline. That is why, she explained that ECC facilitates trainings like this, to level-up the skills of the employees so that challenges would not hinder them from serving the clients.

Employees Compensation Commission envisions itself to be a nationally-recognized institution by 2022, which provides a sound, responsive and sustainable program and service to workers with work-related contingencies.

Currently, ECC maintains an ISO 9001: 2015 certification from TUV Rheinland Philippines.





ECC NEWS

ECC holds virtual family day celebration

The Employees' Compensation Commission successfully celebrated this year's Family Day last November 9 and 10 with the theme "Reliving Filipino family bonding tradition."

The pandemic changes the way events are celebrated. Mass gathering are prohibited by the government in order to prevent spread of the COVID-19. Bonding activities with the family are halted. Employees have work-from-home arrangements especially for those who are susceptible to the disease. But despite these challenges, this doesn't stop ECC to celebrate the Family Day. And this time, it is a virtual celebration.

Through the online platform, Zoom, all ECC employees from the Central Office and Regional Extension Units were able to join and enjoy the activities. The first day shows entries for Family Day Collage Contest and Video Making Contest which were enthusiastically made by every group. There were a total of 21 groups, consisting of seven from the central office and 14 from the regions. Every entry shows how rich the Filipino family tradition and culture which were influenced by the Spanish and American colonization.

Employees who were working at home at the regions or those who were online to ensure observance physical distancing protocols ecstatically participated the games such as Quiz Bee and Family Feud which continued until the second day of the celebration.

Judged by the ECC Executive Director, Deputy Executive Director, auditors from Commission on Audit and the Officer-in-Charge of ECC's Security Agency, entries of REU-10 and of Group 5 from the Central Office received the most awards and declared as the big winners of the family day collage and video contest.

ECC Executive Director Stella Zipagan-Banawis said that this kind of activity is good for the health and wellness of employees. She further said that happy activities such as this one is a respite from the apprehensions because of the new normal under the present pandemic. She is grateful to the Administrative Division for continuing to provide such activities and to all employees who gamely participated with everybody.

Banawis commended the hardwork of the ECC employees yet, she emphasized the need for recreations and relaxation.

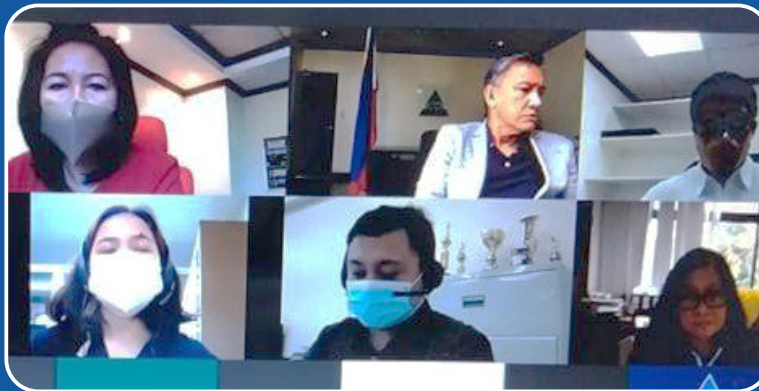
The ECC has resumed its operation since June 1, 2020 with a skeletal staff and adopted an alternative work arrangements while observing the minimum health standards to ensure the safety and wellbeing of its staff and clients from COVID-19.



CORPORATE GOVERNANCE CONFIRMATION STATEMENT

The Employees' Compensation Commission strictly adheres to the principles of good corporate governance. As one of the government owned or controlled corporations under the oversight of the Governance Commission for Government or Controlled Corporations (GCG), the ECC, its Governing

Board and all of its officials and employees fully comply with the Code of Corporate Governance issued by the GCG which was made operational through the Manual of Corporate Governance



2020 List of Trainings and Seminars

TRAININGS	DATE	NO. OF PARTICIPANTS
Budget Fora on Procurement	Jan. 14, 2020	2
PPMP and APP Guidelines & Techniques	Feb. 26-28, 2020	1
BOSH for Nurses	Feb. 3 - 8, 2020	1
Personality Development	Feb. 11, 2020	50
BOSH	Feb. 17-21, 2020	3
Supervisory Development Course Track 1	Feb. 18-21, 2020	1
Visual Effects and Motion Graphics with Adobe After Effects	Feb. 20-22, 2020	1
PAGBA	Mar. 11-14, 2020	2
Fire Preparedness Seminar	March 14, 2020	50
ISO 9001:2015 QMS Awareness	Mar. 6, 2020	6
Stand Out: Digital Marketing and Personal Branding	May 25-27 & 29, 2020	24
Addressing Sexual Orientation, Gender Identity & Expression Issues in the	June 29-30, 2020	4
Effective HR Planning Techniques and Strategies in Response to COVID-19	June 26-27, 2020	2
Ensuring Well-Being in the Workplace Amidst the COVID-19 Pandemic	July 15, 2020	65
Government Procurement Under the New Normal for Government Procurement Practitioners	July 22, 2020	1
Simplified Internal Audit Course Using 9001:2015	July 28-29, 2020	3
Connect and Communicate	Aug. 20, 2020	1
Gender Mainstreaming and Monitoring System	Aug. 11, 2020	2
Business Rescue Project: Opportunity to Re-invent Yourself	Aug. 11, 2020	1
How Do HR Leaders Manage change After COVID 19	Aug. 20, 2020	2
Familiarizing HGDG and GMEF Tools	Aug. 27-28, 2020	5
6th Forum for Heads of Internal Audit Service/Office in the Public Sector	Aug. 28, 2020	1
DOLE Drivers Safety Measure Amid Covid 19 Pandemic	Sept. 16, 2020	5
Inclusion of Person with Disability	Sept. 1, 2020	1
How to Manage and Development Remote Teams	Sept. 18, 2020	8
Telephone Skills Training	Sept. 23, 2020	82
Procurement Reform Act or RA 9184	Oct. 12, 2020	56
Critical Thinking and Problem Solving	Oct. 15-16, 2020	6
BOSH	Oct. 20-21, 2020	1
ISO 9001:2015 QMS Awareness	Oct. 22, 2020	7
Setting Effective Key Performance Measures	Nov. 20, 2020	2
Risk Identification, Assessment and Control Using ISO 31000:2018	Nov. 27, 2020	31
Evaluating Training Effectiveness	Dec. 2, 4, and 7, 2020	3
Information Security Management System	Dec. 15-18, 2020	1



CORPORATE ACTIVITIES





CORPORATE ACTIVITIES



PARANGAL AT PASASALAMAT

AURORA ILAGAN QUILANDRINO 42 Years in Service



Aurora "Au" Ilagan Quilandrino, as she is fondly called by her colleagues, has served in numerous roles at the Employees' Compensation Commission since joining the agency in 1978. She started as a clerk for eight years, a stenographer for four years and became an information systems analyst for eight years then served as an information technology officer for seven years.

On September 1, 2011, Ms. Quilandrino was promoted as the division chief for Policy Programs and Systems Management Division of the ECC until her retirement in 2020. Quilandrino has served 42 years in the government sharing her expertise in Systems Management and offering insightful ways which benefited the agency.

She truly will be missed around not to mention her passion for dancing. But we are sure that she will really enjoy spending time with friends and her Kuya's Family...

It was an honor working with you Ma'am Au.
And, from the Employees' Compensation Commission, we are wishing you nothing but the best in life. God bless you Ma'am Au!

ALICIA SIMBULAN BORRES 41 Years in Service

Alicia Simbulan Borres has served many years at the Employees' Compensation Commission (ECC) doing multiple roles as an office and fiscal clerk-typist, stenographer, proofreader, an information officer—the first officer designation assigned to her in 2004 and...Well, the resident comedienne.

She was assigned to the Information and Public Assistance Division as an Information Officer for more than 16 years until she retired in 2020 as an Information Officer IV.

For everyone who got the chance to attend or at least sat in one of her talks, we bet you know about the story of a worm...a worm eaten by a rooster.

Every time she gets the opportunity to talk, she would never miss to share her personal collection of anecdotes. And there was never a single dull moment with her.

Not only is she an excellent storyteller, she's also an excellent speaker. It must be that imaginary megaphone in her throat.

Needless to say, Ma'am Alice was the life of the party. She was an asset of the Employees' Compensation Commission. A great addition to the roster of pioneer officers. One of a kind.

Surely, we will miss Ma'am Alice, her lovely antics, her love-life lessons and the funny jokes that she shared with us which definitely will never get old.

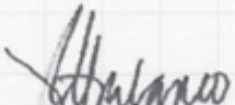
It was nice working with you, Ma'am Alice. Way to go!



ANNUAL AUDIT REPORT

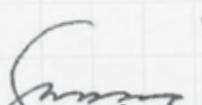
STATEMENT OF THE TRUE AND FAIR PRESENTATION FOR THE CY 2020 FINANCIAL REPORTS

The statement of financial position, and statement of changes in equity, in all material aspects, give a true and fair view of the state of the operation of the Commission as of December 31, 2020 and its financial performance, changes in equity, cash flows for the year then ended.



MARIA TERESA M. URBANO

CHIEF, FINANCE DIVISION



STELLA ZIPAGAN-BANAWIS

EXECUTIVE DIRECTOR



Republic of the Philippines
COMMISSION ON AUDIT
Commonwealth Avenue, Quezon City

ANNUAL AUDIT REPORT
on the

EMPLOYEES' COMPENSATION COMMISSION

For the Years Ended December 31, 2020 and 2019

EXECUTIVE SUMMARY

INTRODUCTION

The Employees' Compensation Commission (ECC) is a government corporation created by virtue of Presidential Decree (P.D.) No. 626, dated December 27, 1974, as amended and as embodied in Title II of Book IV on Employees' Compensation and State Insurance Fund of the Labor Code of the Philippines. Said P.D. took effect on January 1, 1975 and the ECC became fully operational on March 17, 1975. Under P.D. No. 626, ECC is mandated to provide meaningful and appropriate compensation to workers and their dependents in the event of work-related contingencies such as sickness, injury, disability or death. These benefits are being processed by the Government Service Insurance System (GSIS) and the Social Security System (SSS) for the public and the private sectors, respectively.

The ECC is a quasi-judicial corporate entity attached to the Department of Labor and Employment (DOLE) for policy coordination and guidance. As an appellate body, it decides cases denied by GSIS and SSS which are elevated to the Commission for resolution. Cases denied by ECC are appealable to the Court of Appeals.

The ECC is mandated by law to provide a complete and comprehensive package of benefits and services for workers and their dependents in the event of work-related contingencies. Its mission is to build and sustain among employees and employers a culture of safety and healthful environment in the workplace; ensure at all times that workers are informed of their rights, benefits and privileges under the Employees' Compensation Program; develop and implement innovative policies, programs and projects that meet the needs of workers with work-related contingencies; promptly and fairly resolve all cases brought before it; restore dignity and self-esteem among occupationally disabled workers; and safeguard the integrity of the State Insurance Fund (SIF). All revenues that are not needed to meet the current operational expenses shall be accumulated in a fund to be known as the SIF. Under P.D. No. 626, the GSIS and the Social Security System SSS shall manage the ECC funds.

The ECC is exempted from levy and other taxes pursuant to Article 204 of P.D. No. 626 as amended on December 27, 1974.

On November 4, 1987, President Corazon C. Aquino issued Executive Order (EO) No. 307, establishing an Occupational Safety and Health Center (Center) in the ECC. The Center is envisioned as the national authority for research and training on matters pertaining to safety and health at work. It provides the expertise and intervention mechanism to improve workplace conditions in the Philippines.

The Center has a dual mandate of protecting Filipino workers against accidents and illnesses and promoting worker's welfare through effective programs that enhance productivity, worker's well-being and affording social protection to its client sector. It adopts a multi-sectoral strategy with its partners – business sector, worker's group, other Government Organizations (GOs) and Non-Government Organizations (NGOs) and the academe, to fulfill its mandate.

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PART I

AUDITED FINANCIAL STATEMENTS



Republic of the Philippines
COMMISSION ON AUDIT
Commonwealth Avenue, Quezon City, Philippines

INDEPENDENT AUDITOR'S REPORT

THE BOARD OF COMMISSIONERS
Employees' Compensation Commission
355 Sen. Gil J. Puyat Avenue, Makati City

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Employees' Compensation Commission (ECC), which comprise the statements of financial position as at December 31, 2020 and 2019, and the statements of financial performance, statements of changes in net assets/equity, statements of cash flows, statement of comparison of budget and actual amounts for the years then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of ECC as at December 31, 2020 and 2019, and its financial performance and its cash flows for the years then ended in accordance with International Public Sector Accounting Standards (IPSASs).

Basis for Opinion

We conducted our audits in accordance with International Standards of Supreme Audit Institutions (ISSAIs). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of Financial Statements* section of our report. We are independent of ECC in accordance with the Code of Conduct and Ethical Standards for COA Officials and Employees (Code of Ethics) together with the ethical requirements that are relevant to our audit of the financial statements in the Philippines, and we have fulfilled our other ethical responsibilities in accordance with these requirements and the Code of Ethics. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IPSASs, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing ECC's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate ECC or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing ECC's financial reporting process.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISSAIs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISSAIs, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of ECC's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by Management.
- Conclude on the appropriateness of the Management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on ECC's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the ECC to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

Report on Other Legal and Regulatory Requirements

Our audits were conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplementary information in Note 30 to the financial statements is presented for the purpose of filing with the Bureau of Internal Revenue and is not a required part of the basic financial statements. Such supplementary information is the responsibility of Management and has been subjected to the auditing procedures applied in the audit of the basic financial statements. In our opinion, the supplementary information is fairly stated, in all material respects, in relation to the basic financial statements taken as a whole.

COMMISSION ON AUDIT


ANGELITA R. MANGABAT
OIC-Supervising Auditor

March 25, 2021



Republic of the Philippines
DEPARTMENT OF LABOR AND EMPLOYMENT
EMPLOYEES' COMPENSATION COMMISSION
4th & 5th Floors, ECC Building, 355 Sen. Gil J. Puyat Avenue, City of Makati

Tel. No. 899-4251; 899-4252 * Fax. No. 897-7597 * E-mail: info@ecc.gov.ph * Website: <http://www.ecc.gov.ph>



STATEMENT OF MANAGEMENT'S RESPONSIBILITY

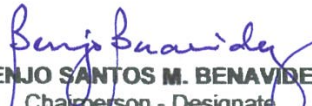
The management of the Employees' Compensation Commission (ECC) is responsible for the preparation and fair presentation of the financial statements, including the schedules attached therein, for the years ended December 31, 2020 and December 31, 2019 in accordance with the prescribed financial reporting framework indicated therein, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Employees' Compensation Commission's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Employees' Compensation Commission or to cease operations, or has no realistic alternative to do so.

The Board of Commissioners is responsible for overseeing the Employees' Compensation Commission's financial reporting process.

The Board of Commissioners reviews and approves the financial statements, including the schedules attached therein, and submits the same to the stockholders or members.

The Commission on Audit, through its authorized representative, has examined the financial statements of the ECC pursuant to Section 2, Article IX- D of the Philippine Constitution and Section 28 of the Presidential Decree No. 1445, otherwise known as the Government Auditing Code of the Philippines. The audit was conducted in accordance with the International Standards of Supreme Audit Institutions and the auditor, in its report to the stockholders or members, has expressed its opinion on the fairness of presentation upon completion of such audit.


BENJO SANTOS M. BENAVIDEZ
Chairperson - Designate
Department of Labor and Employment

March 24, 2021
Date Signed


STELLA ZAPAGAN-BARAWIS
Executive Director, ECC

March 24, 2021
Date Signed


MARIA TERESA M. URBANO
Chief, Finance Division

March 24, 2021
Date Signed


NOEL C. BINAG, CE
Executive Director, OSHC

March 24, 2021
Date Signed


PRINCE RAINER C. DOMINGO
OIC, Finance and Administrative Division

March 24, 2021
Date Signed

EMPLOYEES' COMPENSATION COMMISSION
STATEMENTS OF CHANGES IN NET ASSETS/EQUITY
For the Years Ended December 31, 2020 and 2019
(In Philippine Peso)

	Note	Government Equity	Accumulated Surplus/(Deficit)	Total
BALANCE AT JANUARY 1, 2019		249,042,285	565,047,487	814,089,772
Prior period adjustments	23	0	1,371	1,371
RESTATED BALANCE AT JANUARY 1, 2019		249,042,285	565,048,858	814,091,143
Changes in Net Assets/Equity for CY 2019				
Surplus/(Deficit) for the period		0	(33,649,359)	(33,649,359)
BALANCE AT DECEMBER 31, 2019		249,042,285	531,399,499	780,441,784
Changes in Net Assets/Equity for CY 2020				
Surplus/(Deficit) for the period		0	2,276,386	2,276,386
BALANCE AT DECEMBER 31, 2020		249,042,285	533,675,885	782,718,170

EMPLOYEES' COMPENSATION COMMISSION
STATEMENTS OF CASH FLOWS
For the Years Ended December 31, 2020 and 2019
(In Philippine Peso)

	Note	2020	2019 (As restated)
CASH FLOWS FROM OPERATING ACTIVITIES			
Cash Inflows			
Receipt of loading fund from the SSS and GSIS		364,609,943	306,071,420
Collection of receivables		17,804,683	22,717,680
Collection of income		3,313,482	20,544,830
Cash receipt from bid bond		1,507,632	2,277,793
Interest earned on savings deposits		1,250,708	942,140
Return of cash advance		701,571	2,637,616
Cash receipts from overpayments/disallowances		227,829	193,730
Receipt of refunds in excess of previous payments		44,431	21,183,154
Collection from sale of bid forms		23,000	192,000
Total Cash Inflows		389,483,279	376,760,363
Cash Outflows			
Payment of operating expenses		172,933,561	168,911,678
Payment of salaries and wages		127,596,630	121,798,537
Remittance to GSIS/Pag-ibig/Philhealth and others		21,700,939	22,648,292
Remittance to BIR		19,682,598	18,290,113
Payment of leave benefits payables		3,872,268	3,981,207
Refund of bidders' bond/guaranty deposits		761,029	423,086
Payment of prepaid expenses		491,315	652,832
Total Cash Outflows		347,038,340	336,705,745
Net cash generated from operating activities		42,444,939	40,054,618
CASH FLOWS FROM INVESTING ACTIVITIES			
Cash Inflows			
Proceeds from investment in time deposit		110,421,788	107,710,097
Interest earned on time deposits		1,694,530	1,717,989
Collections of loans - LO-1318		0	262,824
Total Cash Inflows		112,116,318	109,690,910
Cash Outflows			
Investment in time deposit		60,000,000	84,299,087
Purchase of medical equipment		21,552,779	8,053,000
Construction in progress - buildings and other structures		15,973,374	0
Purchase of office equipment		7,586,734	2,209,143
Purchase of technical and scientific equipment		4,952,082	4,121,249
Purchase of other structures		2,750,236	0
Purchase of IT and communication equipment		1,142,053	2,154,500
Purchase of other machineries and equipment		81,588	0
Purchase of furniture and fixtures		33,500	456,711
Purchase of motor vehicle		0	3,999,999
Building renovations		0	5,386,456
Total Cash Outflows		114,072,346	110,680,145
Net cash used in investing activities		(1,956,028)	(989,235)
INCREASE IN CASH AND CASH EQUIVALENTS		40,488,911	39,065,383
CASH AND CASH EQUIVALENTS, JANUARY 1		220,753,454	181,688,071
CASH AND CASH EQUIVALENTS, DECEMBER 31	4	261,242,365	220,753,454

EMPLOYEES' COMPENSATION COMMISSION
STATEMENTS OF FINANCIAL PERFORMANCE
For the Years Ended December 31, 2020 and 2019
(In Philippine Peso)

	Note	2020	2019 (As restated)
REVENUE			
Business income	18	22,498,206	42,207,392
		22,498,206	42,207,392
CURRENT OPERATING EXPENSES			
Personnel services	19	166,974,635	161,186,150
Maintenance and other operating expenses	20	246,509,222	239,845,117
Financial expenses	21	2,087	83,518
Non-cash expenses	22	24,761,478	22,468,386
		438,247,422	423,583,171
SURPLUS/(DEFICIT) FROM OPERATIONS		(415,749,216)	(381,375,779)
Loading fund from other government entities	29	418,025,602	347,726,420
NET SURPLUS/(DEFICIT) FOR THE PERIOD		2,276,386	(33,649,359)

EMPLOYEES' COMPENSATION COMMISSION
STATEMENTS OF FINANCIAL POSITION
As at December 31, 2020 and 2019
(In Philippine Peso)

	Note	2020	2019 (As restated)
ASSETS			
Current Assets			
Cash and cash equivalents	4	281,242,365	220,753,454
Investments	5	446,247,256	491,990,530
Receivables - net	6	155,190,756	101,748,217
Inventories	7	4,218,503	3,924,915
Other current assets	8	1,177,055	1,141,497
		868,075,935	819,558,613
Non-Current Assets			
Investment property	10	167,483	167,483
Property and equipment - net	11	166,149,121	125,980,527
Other non-current assets	9	3,102,043	3,118,529
		169,418,647	129,266,539
TOTAL ASSETS		1,037,494,582	948,825,152
LIABILITIES			
Current Liabilities			
Financial liabilities	12	185,902,743	104,385,413
Inter-agency payables	13	2,351,307	4,061,231
Trust liabilities	14	6,173,553	3,111,148
Deferred credits	15	2,177,167	2,103,049
Provisions	17	12,462,363	8,454,487
Other payables	16	4,155,821	6,255,543
		213,222,954	128,370,871
Non-Current Liabilities			
Provisions	17	41,553,458	40,012,497
		41,553,458	40,012,497
TOTAL LIABILITIES		254,776,412	168,383,368
TOTAL ASSETS LESS TOTAL LIABILITIES		782,718,170	780,441,784
NET ASSETS/EQUITY			
Equity			
Government equity		249,042,285	249,042,285
Accumulated surplus		533,675,885	531,399,499
TOTAL NET ASSETS/EQUITY		782,718,170	780,441,784

EMPLOYEES' COMPENSATION COMMISSION
NOTES TO FINANCIAL STATEMENTS
(All amounts in Philippine Peso unless otherwise stated)

1. GENERAL INFORMATION

The Employees' Compensation Commission (ECC) is a government corporation created by virtue of Presidential Decree (P.D.) No. 626, dated December 27, 1974, as amended and as embodied in Title II of Book IV on Employees' Compensation and State Insurance Fund of the Labor Code of the Philippines. Said PD took effect on January 1, 1975 and the ECC became fully operational by March 17, 1975. Under PD No. 626, ECC is mandated to provide meaningful and appropriate compensation to workers and their dependents in the event of work-related contingencies such as sickness, injury, disability or death. These benefits are being processed by the Government Service Insurance System (GSIS) and the Social Security System (SSS) for the public and the private sectors, respectively.

The ECC is a quasi-judicial corporate entity attached to the Department of Labor and Employment (DOLE) for policy coordination and guidance. As an appellate body, it decides cases denied by GSIS and SSS which are elevated to the Commission for resolution. Cases denied by ECC are appealable to the Court of Appeals.

The ECC is mandated by law to provide a complete and comprehensive package of benefits and services for workers and their dependents in the event of work-related contingencies. Its mission is to build and sustain among employees and employers a culture of safety and healthful environment in the workplace; ensure at all times that workers are informed of their rights, benefits and privileges under the Employees' Compensation Program; develop and implement innovative policies, programs and projects that meet the needs of workers with work-related contingencies; promptly and fairly resolve all cases brought before it; restore dignity and self-esteem among occupationally disabled workers; and safeguard the integrity of the State Insurance Fund (SIF). All revenues that are not needed to meet the current operational expenses shall be accumulated in a fund to be known as the SIF. Under PD No. 626, the GSIS and the SSS shall manage the ECC funds.

The ECC is exempted from levy and other taxes pursuant to Article 204 of P.D. No. 626 as amended on December 27, 1974, which is hereunder quoted:

"All laws to the contrary notwithstanding, the State Insurance Fund and all its assets shall be exempt from any tax, fee, charge, levy or customs or import duty, and no law hereafter enacted shall apply to the State Insurance Fund unless it is provided therein that the same is applicable by expressly stating its name."

On November 4, 1987, President Corazon C. Aquino issued Executive Order (EO) No. 307, establishing an Occupational Safety and Health Center (Center) in the ECC. The Center is envisioned as the national authority for research and training on matters pertaining to safety and health at work. It provides the expertise and intervention mechanism to improve workplace conditions in the Philippines.

The Center has a dual mandate of protecting Filipino workers against accidents and illnesses and promoting worker's welfare through effective programs that enhance productivity, worker's well-being and affording social protection to its client sector. It adopts a multi-sectoral strategy with its partners – business sector, worker's group, other Government Organizations (GOs) and Non-Government Organizations (NGOs) and the academe, to fulfill its mandate. Specifically, the Center is tasked to:

- Undertake continuing studies and researches on occupational safety and health;
- Plan, develop and implement occupational safety and health training programs;
- Serve as clearing house for occupational safety and health information, methods, techniques and approaches; and, institute an information dissemination mechanism;
- Monitor work environment and conduct medical examinations of workers;
- Serve as duly recognized agency for testing and setting standard specifications of personal protective equipment and other safety devices;
- Assist other GOs in policy and standards formulation on occupational safety and health matters; issue technical guidelines for prevention of occupational disease and accidents;
- Enlist assistance of GOs and NGOs in achieving the objectives of the Center; and
- Perform such other acts appropriate for the attainment of the above functions and enforcement of the provisions of EO No. 307.

In July 1991, the Center has been designated as the national CIS or Centre International d'Informations de Securite et de Sante au Travail (International Occupational Safety and Health Information Center) for the Philippines to become the focal agency which receives information matters from the CIS Center in Geneva and the Asia-Pacific Regional Program on Occupational Safety and Health based in Bangkok, which is under the International Labor Organization (ILO), and disseminates these matters of the inter-agency committee and the other data users in the Philippines. This is consistent with its critical responsibility to provide access and improve the quality of occupational safety and health information in the Philippine workplace. CIS Center is the knowledge management arm of the In Focus Programme on Safety and Health at Work and the Environment (SafeWork).

Pursuant to the direction of the Secretary of DOLE in bringing occupational safety and health (OSH) services closer to the provinces, the Center established Regional Extension Units (REUs) at Regions II, III, IV-A, V, VI, VII, VIII, IX, X, XI, XII, CAR and CARAGA Region during CY 2017. The REUs are under the immediate supervision of the Center's Deputy Executive Director with close coordination with DOLE Regional Directors in the implementation of OSH programs and projects.

The programmed activities of the REUs included learning sessions on Developing Occupational Safety and Health Services, Risk Assessment for the Prevention of Sexual Harassments, Industrial Hygiene, Work Environment Measurement, Mandatory Safety Trainings, and Safety Audits. The REUs were given revolving funds to defray monthly expenses for operational supplies and materials. Recording of the transactions is centralized in the Main Office.

The Commission on Audit (COA) in its Resolution Nos. 2002-005 and 2008-012 dated May 17, 2002 and October 10, 2008, respectively, vested audit jurisdiction over the ECC and the OSHC, to two separate audit clusters of the Corporate Government Sector (CGS). Records of the COA show that even prior to Calendar Year (CY) 2002 until CY 2017, separate Annual Audit Reports (AARs) have been issued to cover separately the results of audit of the OSHC from that of ECC.

However, under COA Resolution No. 2019-001 dated January 30, 2019, OSHC was delisted as a government-owned or controlled corporation (GOCC) as it is not considered a GOCC. This is in concurrence with the position of the Governance Commission for GOCCs (GCG) in their letters dated February 10, 2017 and March 22, 2017 to ECC that OSHC is not organized as a stock or non-stock corporation as defined in RA No. 10149 and does not have operational autonomy that is separate and distinct from the ECC treating OSHC merely as part of the ECC. It further stated in said Resolution, that ECC and OSHC shall henceforth be audited as one government entity and will be issued one Annual Audit Report as ECC. Thus, the financial reports presented are the integrated accounts of ECC and OSHC.

ECC's registered office address is at the 4th and 5th floors of ECC Building, Sen. Gil J. Puyat Avenue, Makati City.

The governing body of the ECC is the Board of Commissioners composed of five ex-officio members, namely: the Secretary of Labor and Employment as Chairman, the GSIS General Manager, the SSS Administrator, the Chairman of the Philippine Medical Care Commission now Philippine Health Insurance Corporation (PHIC), and the Executive Director of the ECC Secretariat, and two appointive members, one of whom shall represent the employees and the other, the employers, to be appointed by the President of the Philippines for a term of six years.

The financial statements of ECC as at December 31, 2020 were approved and authorized for issue by the Board of Commissioners under Board Resolution No. 21-03-013 dated March 24, 2021 and signed by the Chairperson-Designate as shown in the Statement of Management Responsibility for Financial Statements.

2. STATEMENT OF COMPLIANCE AND BASIS OF PREPARATION OF FINANCIAL STATEMENTS

2.1 Statement of Compliance

The financial statements of ECC have been prepared in accordance with International Public Sector Accounting Standards (IPSASs) prescribed for adoption by the public sector classified as Non-Commercial Public Sector Entity.

2.2 Basis of Preparation of Financial Statements

The financial statements of ECC have been prepared on historical cost basis unless otherwise indicated.

The accounting policies have been consistently applied throughout the years presented.

2.3 Functional and Presentation Currency

The financial statements are presented in peso, which is also the country's functional currency. Amounts are rounded off to the nearest peso.

3. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The preparation of financial statements on accrual basis in accordance with IPSAS requires the use of certain accounting estimates. It also requires the entity to exercise judgment in applying the entity's accounting policies. Judgments, estimates and assumptions are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

3.1 Financial Instruments

a. Financial assets

i. Initial recognition and measurement

Financial assets within the scope of IPSAS 29-Financial Instruments: Recognition and Measurement are classified as financial assets at fair value through surplus or deficit, held-to-maturity investments, loans and receivables or available-for-sale financial assets, as appropriate. The ECC determines the classification of its financial assets at initial recognition.

An entity shall recognize a financial asset or a financial liability in its statement of financial position when, and only when, the entity becomes a party to the contractual provisions of the instrument.

When a financial asset or financial liability is recognized initially, an entity shall measure it at its fair value plus, in the case of a financial asset or financial liability not at fair value through surplus or deficit, transaction costs that are directly attributable to the acquisition or issue of the financial asset or financial liability.

Purchases or sales of financial assets that require delivery of assets within a time frame established by regulation or convention in the market place (regular way trades) are recognized on the trade date, i.e., the date that the ECC commits to purchase or sell the asset.

The ECC's financial assets include: cash and cash equivalents; trade and other trade receivables and investment in time deposits as at December 31, 2020.

ii. Subsequent measurement

The subsequent measurement of financial assets depends on their classification.

1. Financial assets at fair value through surplus or deficit

Financial assets at fair value through surplus or deficit include financial assets held for trading and financial assets designated upon initial recognition at fair value through surplus or deficit.

2. Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. After initial measurement, such financial assets are subsequently measured at amortized cost using the effective interest method, less impairment. Amortized cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the effective interest rate. Losses arising from impairment are recognized in the surplus or deficit.

3. Held-to-maturity

Non-derivative financial assets with fixed or determinable payments and fixed maturities are classified as held-to-maturity when the ECC has the positive intention and ability to hold it to maturity.

After initial measurement, held-to-maturity investments are measured at amortized cost using the effective interest method, less impairment. Amortized cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the effective interest rate. The losses arising from impairment are recognized in surplus or deficit.

iii. Derecognition

The ECC derecognizes a financial asset or, where applicable, a part of a financial asset or part of similar assets of ECC when:

1. the contractual rights to the cash flows from the financial asset expired or waived; and
2. the ECC has transferred its contractual rights to receive the cash flows of the financial assets, or retains the contractual rights to

receive the cash flows of the financial assets but assumes a contractual obligation to pay the cash flows to one or more recipients in an arrangement that meets the conditions set forth in IPSAS 29-Financial Instruments: Recognition and Measurement; and either the entity has:

- transferred substantially all the risks and rewards of ownership of the financial asset; or
- neither transferred nor retained substantially all the risks and rewards of ownership of the financial asset but has transferred the control of the asset.

iv. Impairment of financial assets

The ECC assesses at each reporting date whether there is objective evidence that a financial asset or a group of financial assets is impaired. A financial asset or a group of financial assets is deemed to be impaired if, and only if, there is objective evidence of impairment as a result of one or more events that has occurred after the initial recognition of the asset (an incurred "loss event") and that loss event has an impact on the estimated future cash flows of the financial asset or the group of financial assets that can be reliably estimated.

Evidence of impairment may include the following indicators:

1. The debtors or a group of debtors are experiencing significant financial difficulty;
2. Default or delinquency in interest or principal payments;
3. The probability that debtors will enter bankruptcy or other financial reorganization; and
4. Observable data indicates a measurable decrease in estimated future cash flows (e.g. changes in arrears or economic conditions that correlate with defaults)

v. Financial assets carried at amortized cost

For financial assets carried at amortized cost, the ECC first assesses whether objective evidence of impairment exists individually for financial assets that are individually significant, or collectively for financial assets that are not individually significant. If the ECC determines that no objective evidence of impairment exists for an individually assessed financial asset, whether significant or not, it includes the asset in a group of financial assets with similar credit risk characteristics and collectively assesses them for impairment. Assets that are individually assessed for impairment and for which an impairment loss is, or

continues to be, recognized are not included in a collective assessment of impairment.

If there is objective evidence that an impairment loss has been incurred, the amount of the loss is measured as the difference between the assets' carrying amount and the present value of estimated future cash flows (excluding future expected credit losses that have not yet been incurred). The present value of the estimated future cash flows is discounted at the financial asset's original effective interest rate. If a loan has a variable interest rate, the discount rate for measuring any impairment loss is the current effective interest rate.

The carrying amount of the asset is reduced through the use of an allowance account and the amount of the loss is recognized in surplus or deficit. Loans together with the associated allowance are written off when there is no realistic prospect of future recovery and all collateral has been realized or transferred to the ECC. If, in a subsequent year, the amount of the estimated impairment loss increases or decreases because of an event occurring after the impairment was recognized, the previously recognized impairment loss is increased or reduced by adjusting the allowance account. If a future write-off is later recovered, the recovery is credited to finance costs in surplus or deficit.

b. Financial liabilities

i. Initial recognition and measurement

Financial liabilities within the scope of IPSAS 29 are classified as financial liabilities at fair value through surplus or deficit, or loans and borrowings, as appropriate. The ECC determines the classification of its financial liabilities at initial recognition.

All financial liabilities are recognized initially at fair value and, in the case of loans and borrowings, plus directly attributable transaction costs.

The ECC's financial liabilities include trade and other payables, due to officers and employees, tax refund payables, employees benefit payables and other financial liabilities.

ii. Subsequent measurement

The measurement of financial liabilities depends on their classification.

Financial liabilities at fair value through surplus or deficit

Financial liabilities at fair value through surplus or deficit include financial liabilities designated upon initial recognition at fair value through surplus or deficit. Subsequently, gains or losses on liabilities held for trading are recognized in surplus or deficit.

Loans and borrowings

After initial recognition, interest bearing loans and borrowings are subsequently measured at amortized cost using the effective interest method. Gains and losses are recognized in surplus or deficit when the liabilities are derecognized as well through the effective interest method amortization process.

Amortized cost is calculated by taking into account any discount or premium on acquisition and fees or costs that are an integral part of the effective interest rate.

iii. Derecognition

A financial liability is derecognized when the obligation under the liability expires or is discharged or cancelled.

When an existing financial liability is replaced by another from the same lender on substantially different terms, or the terms of an existing liability are substantially modified, such an exchange or modification is treated as a derecognition of the original liability and the recognition of a new liability, and the difference in the respective carrying amounts is recognized in surplus or deficit.

3.2 Revenue from exchange transactions

Revenue is recognized when it is probable that economic benefits or service potential associated with the transaction will flow to the Commission and the revenues can be reliably measured. Revenue is measured at the fair value of the consideration received or receivable.

Revenue includes transfer or receipts of loading fund from other government entities, rental income, interest income and other business income, which are recognized on the accrual basis.

3.3 Revenue from non-exchange transactions

An inflow of resources from a non-exchange transaction recognized as an asset is recognized as revenue, except to the extent that a liability is also recognized in respect of the same inflow.

The Commission will recognize assets and revenues that will be received when it is probable that the future economic benefits or service potential will flow to the entity and the fair value of the assets can be measured reliably.

3.4 Cash and Cash Equivalents

Cash and cash equivalents comprise cash on hand and cash in bank, deposits on call and highly liquid investments with an original maturity of

three months or less, which are readily convertible to known amounts of cash and are subject to insignificant risk of changes in value.

3.5 Investment Property

Investment property is measured initially at cost, including transaction costs. The carrying amount includes the replacement cost of components of an existing investment property at the time that cost is incurred if the recognition criteria are met and excludes the costs of day-to-day maintenance of an investment property.

Investment property acquired through a non-exchange transaction is measured at its fair value at the date of acquisition. Subsequent to initial recognition, investment property is measured using the cost model and are depreciated over their estimated useful life of [number] years.

Investment properties are derecognized either when they have been disposed of or when they are permanently withdrawn from use and no future economic benefit or service potential is expected from their disposal. The difference between the net disposal proceeds and the carrying amount of the asset is recognized in the surplus or deficit in the period of derecognition.

Transfers are made to or from investment property only when there is a change in use.

3.6 Property and Equipment

a. Recognition

An item is recognized as property and equipment (PE) if it meets the characteristics and recognition criteria as a PE.

The characteristics of PE are as follows:

- i. tangible items;
- ii. are held for use in the production or supply of goods or services, for rental to others, or for administrative purposes; and
- iii. are expected to be used during more than one reporting period.

An item of PE is recognized as an asset if:

- i. it is probable that future economic benefits or service potential associated with the item will flow to the entity;
- ii. the cost or fair value of the item can be measured reliably; and
- iii. the cost is at least P15,000.00.

b. Measurement at recognition

An item recognized as property and equipment is measured at cost.

A PE acquired through non-exchange transaction is measured at its fair value as at the date of acquisition.

The cost of the PE is the cash price equivalent or, for PE acquired through non-exchange transaction, its cost is its fair value as at recognition date. Cost includes the following:

- i. Its purchase price, including import duties and non-refundable purchase taxes, after deducting trade discounts and rebates;
- ii. expenditure that is directly attributable to the acquisition of the items; and
- iii. initial estimate of the costs of dismantling and removing the item and restoring the site on which it is located, the obligation for which an entity incurs either when the item is acquired, or as a consequence of having used the item during a particular period for purposes other than to produce inventories during that period.

c. Measurement after recognition

After recognition, all PE are stated at cost less accumulated depreciation and impairment losses.

When significant parts of PE are required to be replaced at intervals, the ECC recognizes such parts as individual assets with specific useful lives and depreciates them accordingly. Likewise, when a major repair/replacement is done, its cost is recognized in the carrying amount of the PE as a replacement if the recognition criteria are satisfied.

All other repair and maintenance costs are recognized as expense in surplus or deficit as incurred.

d. Depreciation

Each part of an item of PE with a cost that is significant in relation to the total cost of the item is depreciated separately.

The depreciation charge for each period is recognized as expense unless it is included in the cost of another asset.

i. Initial recognition of depreciation

Depreciation of an asset begins when it is available for use such as when it is in the location and condition necessary for it to be capable of operating in the manner intended by management.

For simplicity and to avoid proportionate computation, the depreciation is for one month if the PE is available for use on or

before the 15th of the month. However, if the PE is available for use after the 15th of the month, depreciation is for the succeeding month.

ii. Depreciation method

The straight-line method of depreciation is adopted unless another method is more appropriate for ECC operation.

iii. Estimated useful life

The ECC uses the following life span of PE in determining the specific estimated useful life for each asset based on its experience:

<u>Particulars</u>	<u>No. of years</u>
Buildings and other structures	30
Machinery and equipment	5
Transportation equipment	7
Furniture and fixtures	10

iv. Residual value

The ECC uses a residual value equivalent to at least five percent (5%) of the cost of the PE.

e. Impairment

An asset's carrying amount is written down to its recoverable amount, or recoverable service amount, if the asset's carrying amount is greater than its estimated recoverable amount or recoverable service amount.

f. Derecognition

The ECC derecognizes items of PE and/or any significant part of an asset upon disposal or when no future economic benefits or service potential is expected from its continuing use. Any gain or loss arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the surplus or deficit when the asset is derecognized.

3.7 Leases

a. ECC as a lessee

i. Finance lease

Finance leases are leases that transfer substantially all the risks and rewards incidental to ownership of the leased item to the ECC.

Assets held under a finance lease are capitalized at the commencement of the lease at the fair value of the leased property

or, if lower, at the present value of the future minimum lease payments. The ECC also recognizes the associated lease liability at the inception of the lease. The liability recognized is measured at the present value of the future minimum lease payments at initial recognition.

Subsequent to initial recognition, lease payments are apportioned between finance charges and reduction of the lease liability so as to achieve a constant rate of interest on the remaining balance of the liability. Finance charges are recognized as finance costs in surplus or deficit.

ii. Operating lease

Operating leases are leases that do not transfer substantially all the risks and rewards incidental to ownership of the leased item to the ECC. Operating lease payments are recognized as an operating expense in surplus or deficit on a straight-line basis over the lease term.

b. ECC as a lessor

i. Finance lease

The ECC recognizes lease payments receivable under a finance lease as assets in the statement of financial position. The assets are presented as receivable at an amount equal to the net investment in the lease.

The finance revenue is recognized based on a pattern reflecting a constant periodic rate of return on the net investment in the finance lease.

ii. Operating lease

Leases in which the ECC does not transfer substantially all the risks and rewards of ownership of an asset are classified as operating leases.

Initial direct costs incurred in negotiating an operating lease are added to the carrying amount of the leased asset and recognized over the lease term.

Rent received from an operating lease is recognized as income on a straight-line basis over the lease term. Contingent rents are recognized as revenue in the period in which they are earned.

The depreciation policies for PE are applied to similar assets leased by the entity.

3.8 Provisions, Contingent Liabilities and Contingent Assets

a. Provisions

Provisions are recognized when the ECC has a present obligation (legal or constructive) as a result of a past event, it is probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation and a reliable estimate can be made of the amount of the obligation.

Where the ECC expects some or all of a provision to be reimbursed, for example, under an insurance contract, the reimbursement is recognized as a separate asset only when the reimbursement is virtually certain.

The expense relating to any provision is presented in the statement of financial performance net of any reimbursement.

Provisions are reviewed at each reporting date and adjusted to reflect the current best estimate. If it is no longer probable that an outflow of resources embodying economic benefits or service potential will be required to settle the obligation, the provisions are reversed.

b. Contingent liabilities

The ECC does not recognize a contingent liability but discloses details of any contingencies in the notes to financial statements, unless the possibility of an outflow of resources embodying economic benefits or service potential is remote.

c. Contingent assets

The ECC does not recognize a contingent asset but discloses details of a possible asset whose existence is contingent on the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the ECC in the notes to financial statements.

Contingent assets are assessed continually to ensure that developments are appropriately reflected in the financial statements. If it has become virtually certain that an inflow of economic benefits or service potential will arise and the asset's value can be measured reliably, the asset and the related revenue are recognized in the financial statements of the period in which the change occurs.

3.9 Changes in Accounting Policies and Estimates

The ECC recognizes the effects of changes in accounting policy retrospectively. The effects of changes in accounting policy are applied prospectively if retrospective application is impractical.

The ECC recognizes the effects of changes in accounting estimates prospectively through surplus or deficit.

The ECC corrects material prior period errors retrospectively in the first set of financial statements authorized for issue after their discovery by:

- a. Restating the comparative amounts for prior period(s) presented in which the error occurred; or
- b. If the error occurred before the earliest prior period presented, restating the opening balances of assets, liabilities and net assets/equity for the earliest prior period presented.

3.10 Budget Information

The annual budget is prepared on a cash basis and is published in the government website. A separate Statement of Comparison of Budget and Actual Amounts (SCBAA) is prepared since the budget and the financial statements are not prepared on comparable basis. The SCBAA is presented showing the original and final budget and the actual amounts on comparable basis to the budget. Explanatory comments are provided in the notes to the annual financial statements.

3.11 Related Parties

Parties are considered to be related if one party has the ability, directly or indirectly, to control the other party or exercise significant influence over the other party in making financial and operating decisions. Parties are also considered to be related if they are subject to common control or common significant influence. Related parties may be individuals or corporate entities.

3.12 Events After the Reporting Date

Post year-end events that provide additional information about the System's financial position at the end of reporting date (adjusting events) are reflected in the financial statements. Post year-end events that are not adjusting events are disclosed in the notes to financial statements when material.

3.13 Employee Benefits

The employees of the ECC are members of the Government Service Insurance System (GSIS) which provides life and retirement insurance coverage.

The ECC recognizes the undiscounted amount of short-term employee benefits, like salaries, wages, bonuses, allowance, etc., as expense unless capitalized, and as a liability after deducting the amount paid.

The ECC recognizes expenses for accumulating earned leaves. Non-accumulating compensated absences, like special leave privileges, are not recognized.

4. CASH AND CASH EQUIVALENTS

This account consists of the following:

	2020	2019
Cash in bank – Collecting officer	152,238	904,102
Cash in bank – Savings account	1,317,358	3,929,057
Cash in bank – Current account	72,284,522	36,587,036
Cash in bank – Time deposits	187,488,247	179,174,019
Petty cash fund	0	159,240
	261,242,365	220,753,454

This account includes time deposits that are short-term, highly liquid investments maturing within 90 days or less than three months from placement.

The increase on this account was due to the reclassification of investments in time deposits that are long-term and maturing more than 90 days from placements, to Investment in time deposit that are maturing within 90 days or less.

The Cash in bank accounts earn interest at the respective bank deposit interest rates ranging from one to 1.25 per cent per annum.

5. INVESTMENTS

This account represents investments in time deposits amounting to P446.247 million and P491.991 million for CYs 2020 and 2019, respectively that are long-term, maturing within 180 days or more than six months from placements.

6. RECEIVABLES-NET

This account consists of the following:

	2020	2019 (As restated)
Accounts receivables	58,831,429	39,226,711
Receivables – disallowances/charges	6,191,495	6,599,492
Notes receivable	456,740	456,740
Due from Government Corporation (GSIS/SSS)	103,884,724	69,066,774
Due from NGAs	3,597,440	3,802,690
Due to officers and employees	175,569	186,350
Other receivables	243,310	250,760

	2020	2019 (As restated)
	173,380,707	119,589,517
Less: Allowance for impairment	18,189,951	17,841,300
	155,190,756	101,748,217

6.1 Accounts Receivables

This account represents collectibles from private entities for services rendered such as training, research, information and technical expertise, and use of the dormitory.

Portion of the account includes receivables from tenants/miscellaneous account which consists of unpaid rentals, electric and water bills from a former tenant, MECO Enterprises, Inc. amounting to P10.308 million as of December 31, 1999. On June 14, 2000, ECC filed a case of "Collection of Sum of Money" against the former tenant.

The account also includes Accounts Receivable – LOI No. 1318 which consists of advances to different hospitals for the purchase of rehabilitation equipment under the lease purchase agreement pursuant to LOI No. 1318. The said accounts are past due and were provided with ten per cent allowance for impairment.

On May 31, 2013, the Regional Trial Court, Makati Branch 56 ordered the issuance of Writ of Execution on MECO Enterprises, Inc. for the collection of sum of money as follows:

	Amount
Principal obligation	10,308,161
Interest	812,764
Amount due	11,120,925
Liquidated damages	2,224,185
	13,345,110

The P11.121 million represents the total amount of its principal obligation from 1990 to December 31, 1999 plus interest of six per cent per annum to be counted from May 26, 2000 while the P2.224 million represents 20 per cent of the amount due as liquidated damages pursuant to Paragraph 16 of the July 16, 1995 amended Contract of Lease plus interest of six per cent per annum to be counted from May 26, 2000.

6.2 Receivables – disallowances/charges

Receivables from disallowances and charges consist of the following disallowances which have become final and executory:

	2020	2019
Subsistence and laundry allowance from CY 2006 to September 2009	886,610	996,651
Magna Carta Benefits for CY 2005	904,461	904,461

	2020	2019
Collective Negotiation Agreement for CYs 2005 to 2006 and CY 2008	544,547	653,408
Longevity pay for CY 2008 and for January to June 2009 and subsistence and laundry allowance	282,047	418,435
Milestone anniversary bonus for CY 2008	146,900	146,900
Equalization benefits for CY 2008	134,962	134,962
Rice subsidy in CY 2006	132,000	132,000
Travel allowance of Executive Directors	120,819	120,819
Praise incentives	88,087	88,087
25 Years Incentive Award	10,000	10,000
Excess anniversary bonus	48,000	48,000
Disallowances from CYs 1994 to 1997	2,893,062	2,945,769
	6,191,495	6,599,492

Pending approval of the ECC's request to the Prosecutor and Litigation Office, Legal Services Sector, COA, dated August 3, 2016, settlements have been made on installment thru deductions from the salary and other benefits received by persons liable, in accordance with a schedule of proportional amount of the employees' net take home pay. The balances with no movement pertain to the remaining liable employees that are no longer connected with ECC. Others were already retired when the final action from COA was received.

6.3 Notes receivable

Notes receivable represents the principal amount of loans granted to hospitals under LOI No. 1401 which was provided with 100 per cent allowance for impairment.

6.4 Due from Government Corporations (GSIS/SSS)

This account consists of the following:

	2020	2019
GSIS	93,522,475	58,704,525
SSS	10,362,249	10,362,249
	103,884,724	69,066,774

This account represents Inter-agency receivables collectibles from GSIS and SSS for the unremitted SIF for the Corporate Operating Budget amounting to P103.885 million and P69.067 million for CYs 2020 and 2019, respectively.

6.5 Due from National Government Agencies (NGAs)

Due from NGAs account represents collectibles from national government agencies for services rendered such as training, research, information and technical expertise, and use of the dormitory.

6.6 Other receivables

This account consists of receivables pertaining to undelivered supplies from Procurement Service - Department of Budget and Management (PS-DBM) and prior years' receivable from resigned/separated employees totaling P243,310 and P250,760 for CYs 2020 and 2019, respectively.

6.7 Allowance for impairment

Movements in the allowance for impairment of loans and receivables are as follows:

CY 2020

	Balance, 1/1/2020 (As restated)	Additional Provision	Adjustments	Balance, 12/31/2020
Accounts receivable	15,034,912	168,779	0	15,203,691
Notes receivable	456,740	0	0	456,740
Due from NGAs	2,349,648	179,872	0	2,529,520
	17,841,300	348,651	0	18,189,951

CY 2019

	Balance, 1/1/2019	Additional Provision	Adjustments	Balance, 12/31/2019
Accounts receivable	15,111,402	153,660	(230,150)	15,034,912
Notes receivable	456,740	0	0	456,740
Due from NGAs	2,161,888	187,760	0	2,349,648
	17,730,030	341,420	(230,150)	17,841,300

7. INVENTORIES

This account consists of the following:

	2020	2019 (As restated)
Office supplies inventory	1,715,419	790,987
Drugs and medicines inventory	58,754	58,123
Medical, dental and laboratory supplies inventory	721,199	889,277
Textbooks and instructional materials inventory	1,202,270	1,700,507
Other supplies and materials inventory	520,861	486,021
	4,218,503	3,924,915

8. OTHER CURRENT ASSETS

This account consists of the following:

	2020	2019 (As restated)
Advances to officers and employees	0	182,180
Prepaid rent	478,100	255,586
Prepaid insurance	71,996	52,357
Guaranty deposits	133,800	133,800
Prepaid registration	1,151	2,635
Other prepayments	481,978	504,909
Other assets	10,030	10,030
	1,177,055	1,141,497

9. OTHER NON-CURRENT ASSETS

	2020	2019
Land	2,500,000	2,500,000
Unserviceable equipment	216,051	216,051
Guaranty deposits	385,992	402,478
	3,102,043	3,118,529

The parcel of land owned by ECC located at Barrio Cuyambay, Tanay, Rizal is recorded at its cost of P2.500 million. The 50 hectares parcel of land was purchased as a future site of the envisioned Workers' Rehabilitation Center Complex for disabled workers pursuant to LOI No. 856. The Tanay property is presently occupied by squatters in some portions. Construction of concrete posts to fence the property was only 75 per cent completed due to the Cease and Desist Order issued on April 28, 2005 by the Department of Agrarian Reform (DAR) Regional Director for Rizal Province. Although the case was reversed on appeal by the DAR Secretary, the claimants have filed a Motion for Reconsideration. On June 18, 2007, an Order of Finality was issued by DAR declaring that the 50 hectares land holding is outside the ambit of the Comprehensive Agrarian Reform Program (CARP). The DAR categorically declared that the ECC Tanay property is not covered by CARP since the same is part of the area which was declared as Watershed Reservation.

With the reserved status of the Tanay property under Presidential Proclamation No. 573, the inherent power of Eminent Domain of the State shall prevail. The ECC will have to wait until the commencement of the expropriation proceedings or the taking of property for public use or purpose upon payment of just compensation. In view of said status, the cost of the land previously recorded as Investment Property was reclassified to Other Assets in 2011.

10. INVESTMENT PROPERTY

This account pertains to a land in Talisay, Batangas which is a foreclosed mortgaged property in favor of the ECC from Anillo General Hospital. By virtue of the Certificate of Sale from Anillo General Hospital, the property is recorded in the books at cost equivalent to the amount of the principal loan balance of P167,483 pending transfer of title of the said property. It has a total land area of 8,466 square meters and has a market value of P12.241 million based on appraisal made by an independent appraisal company on August 4, 2017.

11. PROPERTY AND EQUIPMENT – NET

The details of the account are shown below:

	Land	Bldgs. & Other Structures	Machinery and Equipment	Transportation Equipment	Furniture, Fixtures and Books	Constructi on in Progress	Total
Cost							
Jan. 1, 2020 (as restated)	11,019,218	279,880,273	186,106,941	35,488,851	10,384,702	354,240	523,234,225
Additions/ Acquisitions	0	2,757,267	33,742,447	3,188,888	33,500	24,859,320	64,581,422
	11,019,218	282,637,540	219,849,388	38,677,739	10,418,202	25,213,560	587,815,647
Accumulated Depreciation							
Jan. 1, 2020	0	243,031,935	120,827,538	24,477,065	8,917,170	0	397,253,698
Depreciation	0	4,091,043	17,961,427	2,149,500	210,858	0	24,412,828
	0	247,122,978	138,788,965	26,626,565	9,128,028	0	421,666,526
Net book value, Dec. 31, 2020	11,019,218	35,514,562	81,060,423	12,051,184	1,290,174	25,213,560	166,149,121
Cost							
Dec. 31, 2019	11,019,218	279,880,273	186,106,941	35,488,851	10,384,702	354,240	523,234,225
Additions	0	0	0	0	0	0	0
	11,019,218	279,880,273	186,106,941	35,488,851	10,384,702	354,240	523,234,225
Accumulated Depreciation							
Dec. 31, 2019	0	243,031,935	120,827,538	24,477,065	8,917,170	0	397,253,698
Adjustments/ Restatements	0	0	0	0	0	0	0
	0	243,031,935	120,827,538	24,477,065	8,917,170	0	397,253,698
As restated – Net Book value, Dec. 31, 2019	11,019,218	36,848,338	65,279,403	11,011,796	1,467,532	354,240	125,980,527

11.1 Land

This account comprises of a parcel of land with 2,740 square meters owned by ECC since 1984 and recorded in the books at a cost of P11.019 million located at 355 Sen. Gil J. Puyat Avenue, Makati City.

11.2 Building and Other Structures

This account comprises the ECC five-storey office building with basement located at 355 Sen. Gil J. Puyat Avenue, Makati City, with approximately 7,724.57 square meters and OSHC building located at North Avenue corner Agham Road, Quezon City. The ECC building is appraised by an independent appraisal company on December 11, 2014 at a market value of P144.128 million. The OSHC building was constructed on a two-hectare lot owned by the Philippine Overseas Employment Administration (POEA) by the Japan International Cooperation Agency (JICA) and donated to the OSHC.

11.3 Machinery and Equipment, Transportation Equipment and Furniture, Fixtures and Books

JICA also donated office equipment, furniture and fixtures, technical and scientific equipment worth P84.261 million and transportation equipment costing P12.176 million. The office equipment, furniture and fixtures and technical and scientific equipment were turned-over to OSHC in a lumpsum amount. However, these items have practically been fully depreciated and now recognized at residual value except for those considered unserviceable items recognized at scrap value.

The bulk in the additions/acquisitions of the Machinery and equipment consists of medical equipment, technical and scientific equipment, office equipment and ICT equipment amounting to P32,703,184.

Major repairs and improvement are added to the initial cost and depreciated for the remaining life of the property. Minor repairs and maintenance are charged against the proper expense accounts during the period in which they are incurred.

11.4 Construction in progress

This account composed of on-going projects being undertaken by the Center which include repainting/renovation of the OSHC's building, dormitory, training rooms and comfort rooms totaling P25.214 million. The status of the projects is 71 per cent completed and 51 per cent completed for the repainting of the building and renovation of training rooms and comfort rooms, respectively, as of December 31, 2020.

12. FINANCIAL LIABILITIES

This account consists of the following:

	2020	2019 (As restated)
Accounts payable	171,498,600	94,426,126
Due to officers and employees	14,214,697	9,858,178
Tax refunds payable	189,446	101,109
	185,902,743	104,385,413

The Accounts payable account consists of amounts owed to various suppliers for goods and services purchased on account. There is a pending lawsuit of Veterans Security versus ECC for the unpaid obligation amounting to P256,374 under the Accounts Payable account. The amount due was withheld by ECC pending resolution of the case for the two laptop computers lost in a robbery that took place at the ECC premises in December 2002.

Due to officers and employees include unpaid amounts of reimbursements, living allowance, salaries and wages, social amelioration, rice allowance, other benefits and provision for Longevity Pay and PRAISE.

13. INTER-AGENCY PAYABLES

This account consists of the following:

	2020	2019
Due to BIR	2,197,827	2,675,989
Due to Pag-IBIG	17,586	288,297
Due to PHIC	25,112	110,206
Due to GSIS	97,184	984,999
Others	13,598	1,740
	2,351,307	4,061,231

Due to BIR pertains to the amount of taxes withheld during the month of December 2020 from the officials/employees and suppliers/contractors which are due for remittance on the succeeding month of the following year. Amounts due to other government agencies are due for remittances every 10th and 15th day of the following month.

14. TRUST LIABILITIES

This account pertains to guaranty/security deposits payable amounting to P6.174 million and P3.111 million for CYs 2020 and 2019, respectively. The increase was due to security deposits paid by the suppliers/contractors for the awarded contracts during the year.

15. DEFERRED CREDITS

This account consists of unidentified deposits amounting to P2.177 million and P2.103 million for CYs 2020 and 2019, respectively. This includes bank reconciling items which will be closed once the payee/depositor is identified through its contra account, accounts receivable or income account.

16. OTHER PAYABLES

This account consists mainly of unclaimed hazard pay, subsistence and laundry allowance of the resigned and retired employees from CY 2005 to CY 2018. This also includes funds held in trust by OSHC for specific programs/undertakings which are being administered by the Center and the payment of loans of employees from the OSHC Union collected through payroll and the unremitted share of income from the canteen concessionaire.

17. PROVISIONS

This account consists of Leave Benefits Payable pertaining to the cash value of the accumulated earned vacation and sick leave credits of the employees as follows:

	2020	2019
Current	12,462,363	8,454,487
Non-current	41,553,458	40,012,497
	54,015,821	48,466,984

Fifty per cent of the leave credits can be monetized once a year and the balance is payable upon resignation/retirement.

18. REVENUE

This account consists of the following:

	2020	2019
Business Income:		
Seminar/training fees	2,334,451	18,967,432
Rent/lease income	12,846,767	11,819,371
Interest income	5,929,221	6,017,335
Income from dormitory	111,817	1,019,429
Income from printing and publication	41,450	646,000
Other business income	1,234,500	3,737,825
	22,498,206	42,207,392

18.1 Seminar/training fees

This account consists of the following:

	2020	2019
Basic Occupational Safety and Health (BOSH)	979,204	11,174,268
Construction Safety and Health (COSH)	1,266,147	5,839,202
Introduction to Industrial Hygiene/Ventilation	60,500	493,230

	2020	2019
Work Environment Measurement (WEM)	0	458,500
Ergonomics in the Workplace	0	330,372
Safe Use of Chemicals	0	185,500
Drug Assessment/ Drug-free Workplace	0	174,860
Work Relatedness of Diseases	0	168,000
Industrial Fire Safety	28,600	133,500
National Occupational Safety and Health (NOSH) Congress	0	10,000
	2,334,451	18,967,432

18.2 Rent/lease income

This account consists of rental fees earned from rental/lease of the following:

	2020	2019
Building (see Note 24)	12,776,420	11,162,696
Training room	2,800	231,075
Canteen	67,547	381,550
Auditorium	0	40,300
Equipment	0	3,750
	12,846,767	11,819,371

18.3 Interest income

This account includes interests earned from time deposits placements and savings deposit with authorized depository banks and bank interest income amounting to P5.929 million and P6.017 million for CYs 2020 and 2019, respectively.

18.4 Income from printing and publication

This account includes income from sale of Occupational Safety and Health Standards books amounting to P41,450 and P0.646 million for CYs 2020 and 2019, respectively.

18.5 Income from dormitory

This account includes income earned from the rental of the three-storey dormitory amounting to P111,817 and P1.019 million for CYs 2020 and 2019, respectively.

18.6 Other business income

This account consists of the following:

	2020	2019
Technical services and laboratory fee	753,018	2,640,964
OSH accreditation fee	322,007	562,006

	2020	2019
Miscellaneous	136,475	302,655
Other business income	23,000	232,200
	1,234,500	3,737,825

19. PERSONNEL SERVICES

This account consists of the following:

	2020	2019
Salaries and wages	85,934,565	85,179,493
Personnel benefits contribution	11,926,564	11,675,711
Other personnel benefits	33,402,790	27,523,700
Other compensation	35,710,716	36,807,246
	166,974,635	161,186,150

20. MAINTENANCE AND OTHER OPERATING EXPENSES

This account consists of the following:

	2020	2019
Training expenses	23,994,546	45,076,801
General services	32,071,463	28,883,369
Professional services	6,736,000	20,584,465
Traveling expenses	2,495,370	14,842,049
Supplies and materials	10,743,148	11,708,875
Utility expenses	7,297,364	9,643,473
Repairs and maintenance	3,469,659	4,555,424
Communication expenses	4,746,298	3,816,894
Taxes, insurance premiums and other fees	1,132,346	937,080
Extraordinary expenses	367,750	573,119
Other MOOE	153,455,278	99,223,568
	246,509,222	239,845,117

20.1 Training Expenses

Beginning September 2013, income from seminar fees is recorded at gross and cost of meals is taken up as training expense. For in-house training, P700 per day is allotted for cost of meals, while for regional training, cost of meals varies based on the prevailing cost of catering service in the locality.

The decrease in training expenses was due to the corona virus disease (CoVID-19) pandemic which the Center was constrained to cancel all classroom occupational safety

and health (OSH) training courses starting March 15, 2020. The Center started conducting free on line OSH trainings in lieu of the face to face or classroom type training as per approved Board Resolution No. 2020-07-02 s2020 .

20.2 General services

This account consists of the following:

	2020	2019
Janitorial services	21,652,369	18,778,032
Security services	10,419,094	10,105,337
Other general services	0	0
	32,071,463	28,883,369

20.3 Professional Services

This account consists of the following:

	2020	2019
Auditing services	3,979,980	5,354,232
Consultancy services	150,640	393,148
Legal services	65,000	90,000
Other professional services	2,540,380	14,747,085
	6,736,000	20,584,465

Other professional services cover the expenses for the physical therapy/overtime (PT/OT), electromyography (EMG) services and other rehabilitation services provided to persons with related disabilities (PWRDs) under the ECC rehabilitation program.

20.4 Traveling expenses

This account consists of the following:

	2020	2019
Traveling expenses – local	2,364,904	13,067,099
Traveling expenses – foreign	130,466	1,774,950
	2,495,370	14,842,049

The decrease in travelling expenses was due to the CoVID-19 pandemic in compliance with IATF Resolution No. 09, s. 2020 wherein the existing travel restriction shall be subjected to close monitoring and reassessment by the concerned agencies of the IATF.

20.5 Supplies and materials expenses

This account consists of the following:

	2020	2019
Office supplies expenses	2,748,319	4,169,532
Medical/dental/laboratory supplies expenses	1,724,253	1,329,363
Semi-expendable expenses	2,096,792	1,265,732
Fuel, oil and lubricant expenses	1,256,740	1,104,070
Textbooks and instructional materials expenses	842,638	854,702
Drugs and medicines expenses	389,139	92,954
Accountable form expenses	0	42,500
Other supplies and materials expenses	1,685,267	2,850,022
	10,743,148	11,708,875

20.6 Utility expenses

This account consists of the following:

	2020	2019
Electricity expenses	5,721,245	8,596,420
Water expenses	1,576,119	1,047,053
	7,297,364	9,643,473

20.7 Repairs and maintenance

This account consists of the following:

	2020	2019
Repairs and maintenance-building and other structures	828,440	2,040,316
Repairs and maintenance-machinery and equipment	2,103,801	1,484,289
Repairs and maintenance-transportation equipment	536,468	986,219
Repairs and maintenance-furniture and fixtures	950	42,600
	3,469,659	4,553,424

20.8 Communication expenses

This account consists of the following:

	2020	2019
Telephone expenses	2,593,970	2,528,625
Internet subscription expenses	1,834,098	723,069
Postage and courier services	318,230	565,200
	4,746,298	3,816,894

20.9 Taxes, insurance premiums and other fees

This account consists of the following:

	2020	2019
Insurance expenses	849,867	685,115
Fidelity bond premiums	217,329	183,939
Taxes, duties and licenses	65,150	68,026
	1,132,346	937,080

20.10 Other Maintenance and Other Operating Expenses

This account consists of the following:

	2020	2019
Advertising, promotional and marketing expenses	64,335,325	75,243,519
Representation expenses	79,836,987	17,274,676
Rent/lease expenses (see Note 24)	3,307,710	2,825,381
Printing and publication expenses	146,983	1,104,775
Donations	144,416	220,950
Subscription expenses	90,410	122,879
Membership dues and contributions to organizations	233,858	105,600
Transportation and delivery expenses	16,528	82,310
Other MOOE	5,343,061	2,243,478
	153,455,278	99,223,568

The increase in representation expenses was due to the payment of cash assistance to workers contracted with Covid 19 under the ECC's quick response program (QRP). It also includes the Center's calamity fund for the provision of all necessary health and wellness support such as RT-PCR tests, face masks, face shield vitamins, alcohol, sanitizers to all Center's employees, including agency – hired personnel, regional extension units (REUs) staff, as well as security and janitorial service providers in helping combat the Corona Virus Disease.

21. FINANCIAL EXPENSES

This account includes bank charges amounting to P2,087 and P83,518 for CYs 2020 and 2019, respectively.

22. NON-CASH EXPENSES

This account consists of the following depreciation expenses:

	2020	2019
Depreciation – machinery and equipment	17,961,427	15,687,546
Depreciation – building and other structures	4,091,043	3,886,362
Depreciation – transportation equipment	2,149,500	1,872,207
Depreciation – furniture, fixtures and books	210,857	680,851
Impairment loss	348,651	341,420
	24,761,478	22,468,386

23. PRIOR PERIOD ADJUSTMENT

This pertains to the adjustment in CY 2019 on the allowance for impairment on receivables amounting to P1,371.

24. OPERATING LEASE

ECC is a lessor under an operating lease from which rental fee was derived from the following tenants:

Name of Tenant	Lease Term	Rental Income	
		2020	2019
1. Social Security System (SSS)	5 years	7,946,148	6,621,296
2. DOLE-NCR	1 year	2,431,412	2,205,351
3. National Maritime Polytechnic (NMP)	1 year	2,263,860	2,156,049
4. ECC Employees Union	1 year	120,000	120,000
5. Employers Confederation of the Philippines	1 year	0	0
6. Occupationally Disabled Workers Association of the Philippines	1 year	15,000	60,000
Rental income for the year		12,776,420	11,162,696

Only the SSS has a 5-year lease contract with ECC which will expire on December 31, 2024. The rest of the tenants have only a year renewable contract.

The total future minimum rentals on the Commission's significant operating lease pertain to SSS which amount to P7.946 million for CY 2020.

All leases held by ECC are classified as operating lease. Part of the building being leased is also occupied by ECC. (see Note 18.2)

Further, the ECC as a lessee rents office space for Regional Extension Units (REUs) staff. The lease term is for a period of one year and renewable thereafter. The related

rent expense amounted to P3.308 million and P2.825 million for CYs 2020 and 2019, respectively. (see Note 20.10)

25. BUDGET INFORMATION

The ECC Corporate Operating Budget (COB) was submitted to the Department of Budget and Management (DBM) upon approval of the endorsement by the ECC Governing Board. The ECC COB approved by the DBM for CY 2020 amounted to P609.422 million was sourced from the remittances of GSIS and SSS as mandated under P.D. No. 626 amounting to P418.025 million and the budget chargeable to Retained Earnings amounting to P191.397 million.

The original COB of the ECC was approved by the DBM on August 20, 2020.

The DBM-approved COB consists of the original budget of P649.164 million which were sourced from the Social Insurance Fund (SIF) and Retained Earnings in the amount of P466.445 million and P182.719 million, respectively. The budget for Capital Outlay amounting to P87.526 million included in the approved budget was chargeable to Retained Earnings.

The ECC annual budget is co-shared by the SSS and GSIS on a 70 per cent and 30 per cent sharing basis, respectively.

26. RECONCILIATION OF NET CASH FLOWS FROM OPERATING ACTIVITIES

A reconciliation between the actual amounts on a comparable basis as presented in the SCBAA and the actual amounts in the statement of cash flows for the year ended December 31, 2020 is presented as follows:

	Statement V- Actual vs Statement IV	Statement V- Budget vs Statement IV
Net cash flow	261,242,365	261,242,365
Differences in amounts and items included in SCBAA but not included in statement of cash flows		
Unappropriated retained earnings	115,270,331	212,821,000
State Insurance fund - unutilized loading fund	(61,596,295)	75,162,057
Difference in payments to suppliers and employees (personal services and maintenance and other operating expenses)	0	(174,857,660)
	53,674,036	113,125,397
Differences in amounts and items included in statement of cash flows but not included in SCBAA		
Proceeds from investment in time deposits	(110,421,788)	(110,421,788)
Investment in time deposits	60,000,000	60,000,000
Interest earned on time deposits	(1,694,530)	(1,694,530)
Collection of receivables	(17,804,683)	(17,804,683)
Collection of income	(3,313,482)	(3,313,482)
Return of cash advance	(701,571)	(701,571)
Cash receipt from bid bond	(1,507,632)	(1,507,632)

	Statement V- Actual vs Statement IV	Statement V- Budget vs Statement IV
Interest earned on savings deposits	(1,250,708)	(1,250,708)
Cash receipts from overpayments/disallowances	(227,829)	(227,829)
Collection from sale of bid forms	(23,000)	(23,000)
Receipt of refunds in excess of previous payments	(44,431)	(44,431)
Unutilized capital outlays	0	(33,453,654)
Cash and cash equivalents at beginning of year	(220,753,454)	(220,753,454)
	(297,743,108)	(331,196,762)
Net fund sources/uses	17,173,293	43,171,000

27. RELATED PARTY DISCLOSURE

As at December 31, 2020, the composition of the ECC Board of Commissioners is as follows:

Board Position	Name	Position from other agency
1. Chairman	Silvestre H. Bello III (Represented by Ciriaco A. Lagunzad III, USEC - DOLE as Chairman-Designate)	Secretary, DOLE
2. Vice-Chairman	Rolando L. Macasaet (Represented by Atty. Nora M. Malubay, SVP – GSIS)	President and General Manager, GSIS
3. Member	Aurora C. Ignacio	President and CEO, SSS
4. Member	Francisco T. Duque III (Represented by Dennis S. Mas, SVP, - PHIC)	Chairman, PHIC
5. Member	Stella Zipagan-Banawis	Executive Director, ECC
6. Member	Carlito P. Roble	National Executive Vice-President, Alliance of Filipino Workers (AFW), Representing Employees
7. Member	Vacant	Representing Employers

27.1 Key Management Personnel Remuneration and Compensation

The key management personnel of the ECC are the two Executive Directors, two Deputy Executive Directors, and the various Division Chiefs of the operating groups. The remunerations of key management personnel during the year are as follows:

	2020	2019
Salaries	18,234,443	18,255,866
Other allowances and benefits	9,277,722	8,860,785
	27,512,165	27,116,651

Meanwhile, the total remunerations received by the Board of Commissioners amounted to P65,000 and P100,521 for CY 2020 and CY 2019, respectively.

28. RESTATEMENT OF ACCOUNTS

The financial statements of CY 2019 have been restated. The effect of the restatement on the financial statements is summarized below.

Particulars	Previously reported	Adjustments	Restated
Revenue			
Business income:			
Seminar/training fees	18,964,032	3,400	18,967,432
Other business income	3,871,354	(133,529)	3,737,825
Personnel services:			
Other personnel benefits	27,656,699	(132,999)	27,523,700
Other compensation	36,867,246	(60,000)	36,807,246
Maintenance and other operating expenses (MOOE):			
Training expenses	45,034,533	42,267	45,076,800
General Services	28,893,397	(10,029)	28,883,368
Professional services	20,584,165	300	20,584,465
Supplies and Materials expenses	11,693,365	15,510	11,708,875
Traveling expenses	14,836,046	6,003	14,842,049
Utilities expenses	9,646,072	(2,599)	9,643,473
Communication expenses	3,824,972	(8,077)	3,816,895
Repairs and Maintenance	4,558,718	(3,293)	4,555,425
Other MOOE	72,814,846	26,408,722	99,223,568
			Effect in CY 2019
Net decrease in Revenue			(130,129)
Net decrease in Personnel Services			(192,999)
Net increase in MOOE			26,448,804
Decrease in surplus			(26,385,934)
Increase in Financial Liabilities			26,385,861
Increase in Inter-Agency Payable			73
Decrease in Net Assets/Equity			(26,385,934)

Net deficit previously reported	(7,263,425)
Net restatements	(26,385,934)
Net deficit, as restated	(33,649,359)

29. LOADING FUND

The loading fund from other government entities consists of the quarterly remittance from the SSS and GSIS on a 70 per cent and 30 per cent sharing basis, respectively, based on the ECC's annual budget chargeable to the SIF and approved by the DBM, breakdown is shown below:

	2020	2019
Social Security System (SSS)	292,617,921	243,408,494
Government Service Insurance System (GSIS)	125,407,681	104,317,926
	418,025,602	347,726,420

Under PD No. 626, the ECC and the SIF were created to provide meaningful and appropriate compensation to workers in the event of work-related contingencies through the implementation of the employees' compensation program. As provided by PD No. 626, GSIS and SSS shall collect all revenues, deposit, invest, administer and disburse these funds in accordance with the same conditions, requirements and safeguards as provided under the Social Security Act of 1997. As administrators, all funds not needed for current operations are accumulated to the SIF which shall be deposited with an authorized depository bank approved by ECC or invested for liquidity needs. The fund under the administration of the GSIS and SSS are as follows:

Particulars	SSS		GSIS	
	*As at December 31, 2020	As at December 31, 2019 (As restated)	*As at December 31, 2020	As at December 31, 2019 (As restated)
Assets	42,190,447,234	40,327,409,348	32,852,305,341	27,311,808,416
Liabilities	7,775,607	5,217,952	73,252,217	72,515,805
Reserves / Net worth	42,182,671,627	40,322,191,396	32,579,053,124	27,239,292,611
Revenues	4,017,493,700	4,448,974,968	4,039,706,433	4,025,285,629
Expenses	1,747,456,518	1,846,463,740	266,576,194	869,613,659
Net income	2,270,037,182	2,602,511,228	3,773,130,239	3,155,671,970
Assistance and subsidy	0	0	0	(88,570,536)
Other comprehensive income (loss)	(116,939,029)	(447,710,900)	1,566,630,274	2,639,257,616
Total comprehensive income	2,153,098,153	2,154,800,328	5,339,760,513	5,706,359,050

*Based on the unaudited financial statement submitted by the GSIS and the SSS.

The total approved COB for the operational expenses of the ECC and its Center as received from SSS and GSIS chargeable to SIF, are as follows:

Particulars	SSS		GSIS	
	As at December 31, 2020	As at December 31, 2019	As at December 31, 2020	As at December 31, 2019
ECC	118,958,924	84,537,194	50,982,396	36,230,226
OSHC	173,658,997	158,871,300	74,425,285	68,087,700
Total	292,617,921	243,408,494	125,407,681	104,317,926

ECC's significant influence on the administration of the employees' compensation program are the policies and guidelines formulated for the effective implementation of its program and the review of employees' compensation claims denied by both Systems (GSIS and SSS). ECC also approves rules and regulations governing the processing of claims and the settlement of disputes, also as provided under P.D. No. 626, as amended.

30. COMPLIANCE WITH TAX LAWS

The Commission is withholding and remitting to the Bureau of Internal Revenue (BIR) applicable taxes withheld imposed under the National Internal Revenue Code and its implementing rules and regulations.

In compliance with the requirements set forth under BIR Revenue Regulation (RR) Nos. 15-2010 and 19-2011, as amended, hereunder are the taxes paid/remitted by ECC during the taxable year:

BIR Form	Particulars	Amount
1600	VAT and Other Percentage Taxes Withheld	6,309,847
1600-4-E	Creditable IT Withheld Expanded	2,839,471
1604-CF	Taxes withheld from employees	10,656,094

Moreover, in compliance with BIR RR No. 2-2014 issued on February 4, 2014, the Commission being a corporation exempt from tax under Article 204 of P.D. No. 626 as amended, will file an Annual Income Tax Return on or before April 15, 2020 using BIR Form 1702-EX version June 2013.

WHISTLE BLOWING POLICY

The Employees' Compensation Commission adopted the Department of Labor and Employment's Code of Conduct which contains the following Whistle Blowing Policy:

Rule X. Encouraging Reporting of Malpractice, Corruption, and Other Protected Disclosures

Section 1 Coverage:

This Rule shall cover a whistleblower as defined in this Code and other officials and employees with protected disclosures on any graft and corruption related activities.

Section 2. Conditions for Whistleblower and Protected Disclosure:

- a. The disclosure is made voluntarily, in writing and under oath;
- b. The disclosure is related to conduct constituting graft and corruption;
- c. The disclosure pertains to a matter not yet the subject of a complaint already filed with, or investigated by the Department, or by any other concerned office or pending before any court of justice or quasi-judicial body;
- d. The whistleblower assists and/or participates in the acts or omission subject matter of the disclosure provided that he or she is the least guilty;
- e. The whistleblower should have personal knowledge of the existing facts and information covered by the disclosure;
- f. The information given by the whistleblower can be supported by other material evidence.

Section 3. Procedure for Protected Disclosures:

- a. The Agency-Level Efficiency and Integrity Board shall evaluate the written disclosure in ten (10) working days upon its receipt. If upon evaluation, the disclosure meets the conditions specified in Sec. 2, the appropriate complaint shall then be numbered and the whistleblower shall enjoy the rights under this Code.
- b. The Board shall conduct an investigation which should be completed not more than forty-five days reckoned from receipt of the complaint, including the submission of the complete investigation report and recommendation which shall be endorsed to the DOLE EIB.
- c. The Uniform Rules on Administrative Cases in the Civil Service (URACC) shall be observed in all proceedings involving whistleblowers and protected disclosures.

EMPLOYEES' COMPENSATION COMMISSION

5 things you (probably) do not know about the

EMPLOYEES' COMPENSATION PROGRAM



1.) A WORKER CAN CLAIM BENEFITS UNDER THE EC PROGRAM IF HE HAS A WORK-RELATED SICKNESS OR INJURY.

2.) A WORKER DOES NOT PAY FOR HIS EC CONTRIBUTION. HIS EMPLOYER PAYS THE EC CONTRIBUTION FOR HIM



3.) A WORKER CAN STILL CLAIM BENEFITS EVEN IF HE IS ON A SICK LEAVE BECAUSE OF A WORK-RELATED SICKNESS OR INJURY.

4.) A WORKER'S COVERAGE UNDER THE PROGRAM STARTS ON HIS FIRST DAY OF WORK.



5.) POLICE, SOLDIERS, FIREFIGHTERS, AND JAIL OFFICERS ARE ALSO ENTITLED TO THE EC PROGRAM BENEFITS

WANNA KNOW MORE?
LIKE AND FOLLOW ECC ON SOCIAL MEDIA

facebook.com/ecc.official
twitter.com/ecc_dole
youtube.com/c/EmployeesCompensationCommission

Section 4. Other Protected Disclosures:

- a. The disclosure is made by an official or employee who is not part of the anomaly, collusion, or offense but meets Sec. 2 Conditions a, b, c, and e.
- b. Such qualified person in the preceding statement (a) shall also be entitled to the rights, protection, and incentives of a whistleblower.

Section 5. Rights and Protection of Whistleblower:

- a. A person who has made or is believed or suspected to have made a protected disclosure under this Code is not liable to disciplinary action for making such protected disclosure. Any whistleblower or any official or employee with protected disclosure who refuses to follow orders of his/her immediate superior/supervisor outside his/her regular functions that would cause him/her to violate provision of this Code shall likewise be protected from reprisals and retaliatory action in the workplace, such as punitive transfer; undue performance reviews; obstruction of the investigation; withdrawal of essential resources; adverse reports; attachment of adverse notes in the personnel file; ostracism; questions and attacks on motives; accusations of disloyalty and dysfunction; public humiliation; and the denial of work necessary for promotion.
- b. All information received shall be treated with strict confidentiality and every effort shall be made not to reveal the identity of the whistleblower or any official or employee with protected disclosure if he/she so wishes. At the appropriate time, however, he/she may need to come as a primary or state witness.
- c. A whistleblower will be provided with security officers from start of disclosure.
- d. He/she may be reassigned and shall be provided with relocation allowance of P20,000.00, monthly living quarter of P12,000.00 (computed as P400.00 x 30 days), and monthly food allowance of P7,200.00 (computed as P80.00 per meal x 3 x 30 days).
- e. A whistleblower shall also be applied for coverage/admission under the Republic Act 6981 "The Witness Protection Security and Benefit Act" provided they shall qualify.

Section 6. Incentives for Whistleblower:

- a. Provision of a healthcard with P100,000 coverage for the whistleblower for any harm, injury, and illness incurred or suffered in relation with the protected disclosure.
- b. He/she shall be provided with legal counsel, provided the EIB has evaluated and certified the complaint as "protected disclosure".
- c. A whistleblower shall be entitled to other rights, privileges, and protection that may benefit him/her pursuant to future laws which may be passed regarding protection of whistleblowers.
- d. DOLE shall allocate yearly budgetary requirements, to be sourced from 1% of the MOOE net of fixed expenses, for the payment of the benefits of the protected whistleblower covered by this Code effective 2012 and thereafter.

Section 7, Unprotected Disclosures are as follows:

- a. Disclosure made by an official or employee in connection with a matter subject of his/her official investigation;
- b. Disclosure which late found to be without basis;
- c. False and misleading disclosures; and
- d. Disclosures that are later retracted by the whistleblower for any reason. Such "whistleblower" shall lose the right to claim protection under this Code for future disclosures.

ECC GOVERNING BOARD

SILVESTRE H. BELLO III

Chairperson

Secretary, Department of Labor and Employment

BENJO SANTOS M. BENAVIDEZ

Chairman-Designate

Undersecretary, Department of Labor and Employment

AURORA C. IGNACIO

Member

Social Security System

RIZALDY T. CAPULONG

Member-Alternate

Social Security System

NORA M. MALUMBAY

Member-Designate

Government Services Insurance System

DENNIS S. MAS / ELI DINO D. SANTOS

Member-Alternate

Philippine Health Insurance Corporation

CARLITO P. ROBLE

Member

Employers' Sector

STELLA ZIPAGAN-BANAWIS

Member

Employees' Compensation Commission

NOEL C. BINAG

Non-voting Member

Occupational Safety and Health Center

VACANT

Member

Employers' Sector



Name:

Position:

Age:

Educational Attainment:

Date of Appointment:

Trainings Attended:

ATTY. BENJO SANTOS M. BENAVIDEZ

Undersecretary, Department of Labor and Employment

40

Bachelor of Arts in Political Science, Bicol University (1980)

Bachelor of Laws, University of Nueva Caceres

January 31, 2020

Global Dialogue Forum on Decent Work in the World of Sport, Geneva, Switzerland
108th & 106th Sessions of the International Labor Conference, Geneva, Switzerland
Symposium on Strategic Labor Law Compliance, Jakarta, Indonesia
9th Meeting of the Senior Labor Officials Meeting's Working Group on Progressive Labor Practices to Enhance the Competitiveness of ASEAN, Laos, PDR
7th Tripartite Regional Seminar on Industrial Relations in the ASEAN Region Makuhari International Training Center, Chiba Prefecture, Japan
105th Session of the International Labor Conference, Geneva, Switzerland
International Forum on Tripartism and Social Dialogue for Sustainable Growth and Development, Singapore
Development of National Legislation for the Implementation of the Maritime Labor Convention 2006, Turin, Italy
2010 Annual Mediator Arbiters National Consultation
Training on Employment Regulation Program and Anti-Illegal Recruitment
Trainors Training for Case Docketing and Monitoring Systems Focal Persons
Capacity Building Seminar on Freedom of Association and Collective Bargaining Labor Law Implementation in the Philippine Economic Zones



Name: AURORA C. IGNACIO
Position: President and Chief Executive Officer, Social Security System
Age: 65
Educational Attainment: Bachelor of Science in Commerce, Banking and Finance, Centro Escolar University
Date of Appointment: N/A March 28, 2019
Trainings Attended: Corporate Governance Orientation Program for GOCCs (2018)
Institute of Corporate Directors
 Finance for Directors (2018), *Institute of Corporate Directors*
 Professional Directors Program (2018), *Institute of Corporate Directors*
 Corporate Governance Orientation Program (2019), *Institute of Corporate Directors*
 Regional Seminar on the Portability of Social Security Rights Between ASEAN (2019)
Thailand's Social Security Office
 MAP International CEO Conference (2019)
Management Association of the Philippines
 World Social Security Forum (2019)
International Social Security Association



Name: RIZALDY T. CAPULONG
Position: Executive Vice President, Investments Sector, Social Security System
Age: 52
Educational Attainment: B.S. Mathematics – (magna cum laude), University of the Philippines, Diliman
 M.S. Mathematics – Actuarial Science
 University of Connecticut, Storrs, Connecticut, United States of America (U.S.A.)

Date of Appointment: N/A July 17, 2019
Trainings Attended: Asian Investment Summit (2007); 15th International Conference of Social Security Actuaries - Finland (2007); Annual Southeast Asian Institutional Investment Forum-Kuala Lumpur (2011); Corporate Governance Training Program for Government-Controlled (2014); Treasury Certification Program (2016); APIC ASEAN + JAPAN Pension Funds and Social Security Systems Summit-Manila (2016); Crisis Management and Communications Training (2016); Project Finance Credit Risk Analysis for Public Private Partnerships (2017); 19th ISSA International Conference of Social Security Actuaries, Statisticians & Investments Specialists - Kuwait City (2018); ICD's Professional Directors' and Finance for Directors' Program (2018); International Social Security Association Academy Workshop on Actuarial Work for Social Security New Delhi, India (2019)



Name: ATTY. NORA M. MALUBAY
Position: Executive Vice President, Government Service Insurance System
Age: 62
Educational Attainment: Bachelor of Laws, San Beda College of Law (1995)
 Bachelor of Science in Accountancy, Pamantasan ng Lungsod ng Maynila (1979)

Date of Appointment: September 10, 2018
Trainings Attended: Continuing Professional Development for CPAs (December 10-14, 2018)
 Risk Management and Loss Seminar (October 24-26, 2018)
 ASEAN Social Security Association Conference (September 18-20, 2018)
 Influencing for Impact for Executives (July 27, August 2, 2018)
 Seminar on Train Law (July 30, 2018)



Name: DENNIS S. MAS
Position: Senior Vice President Management Services Sector, PhilHealth
Age: 45
Educational Attainment: Doctorate of Philosophy, University of the Philippines (2010)
 Master of Management (Public Mgt), University of the Philippines (1998); Master of Arts in Urban and Regional Planning, University of the Philippines (2007)

Date of Appointment: September 13, 2018
Trainings Attended: Gender Sensitivity Training for Executive and Managerial Officers (2018); Transformational Leadership Training Program for Executive and Managerial Officers (2018), Supervisory Development Course II (2018); ISMS Introductory and Basic Awareness Training for Top Management (2018) V-0017374 (2016-2019); 2019 Strategic Planning Workshop (2019); 49th Pre-Judicature Program (2019); 281st Basic Non-Life Insurance Course (2020)



Name:
Position:

Age:
Educational Attainment:

Date of Appointment:
Trainings Attended:

ATTY. ELI DINO D. SANTOS

Acting Executive Vice President and Chief Operating Officer
Government Service Insurance System
51
Bachelor of Science in Nursing, San Pedro College (1991)
Bachelor of Laws, Ateneo De Davao (2005)

November 2020
Basic Supervisor Development Course (2017); Leadership Enhancement and Character Education (2017); Mandatory Continuing Legal Education Compliance No: V-3027424 (2013); Mandatory Continuing Legal Education Compliance No: V-0017374 (2016-2019); 2019 Strategic Planning Workshop (2019); 49th Pre-Judicature Program (2019); 281st Basic Non-Life Insurance Course (2020)



Name:
Position:

Age:

Educational Attainment:

Trainings Attended:

CARLITO P. ROBLE

Union President, San Juan De Dios Educational Foundation Inc.
National Executive Vice President, Alliance of Filipino Workers
62

Samson Technical School (1981)

Basic Trade Unionism
Basic Course on Organizing Trade Unions
Grievance Handling
Paralegal
Integrated Course on Collective Bargaining
Risk-based Thinking on ISO 9001:2015



Name:
Position:
Age:

Educational Attainment:

Date of Appointment:

Trainings Attended:

STELLA ZIPAGAN-BANAWIS

Executive Director, Employees' Compensation Commission
58

Masters in National Security Administration, National Defense College of the Philippines (1997) Bachelor of Arts in Economics, University of the Philippines Diliman

January 4, 2013

ASEAN Social Security Association Conference (September 18-20, 2018) CES Annual Conference (September 15-16, 2018) High Level Conference on Enhancing the Philippine Social Protection Operational Framework (April 11-12, 2018)



Name:
Position:
Age:

Educational Attainment:

Trainings Attended:

ENGR. NOEL C. BINAG

Executive Director, Occupational Safety and Health Center
62

Civil Engineering, Araullo University (1980)

International Symposium on Occupational Safety and Health (April 15-19, 2018)
107th Session of the International Labor (May 27-June 9, 2018)



Name:
Position:
Age:
Educational Attainment:

Date of Appointment:
Trainings Attended:

DIANNE LILIBETH S. BAUTISTA

Board Secretary, Employees' Compensation Commission
43
Bachelor of Laws, Arellano School of Law (2004)
BS Medical Technology, University of Santo Tomas (1998)

March 16, 2012

Planning and Delivering Public Service with Impact (October 29-30, 2018) Seminar Workshop on Effective Technical Writing and Editing (July 9-10, 2018) Enhancing Productivity, Quality and Safety at Workplace -5S (June 22, 2018) Critical Thinking and Decision Making in the Workplace (April 10, 2018)



Employees'
Compensation
commission

ANNUAL REPORT 2020

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