



Republic of the Philippines  
Department of Labor and Employment

**EMPLOYEES' COMPENSATION COMMISSION**



# Freedom of Information Manual

Approved by:

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Executive Director *K*

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## SECTION 1: OVERVIEW

1. Purpose: The purpose of this FOI Manual (Manual) is to provide the process to guide and assist the Employees' Compensation Commission (ECC) in dealing with requests of information received under Executive Order (E.O.) No. 2 on Freedom of Information (FOI). (Annex "A")
2. Structure of the Manual: This Manual shall set out the rules and procedures to be followed by the ECC when a request for access to information is received. The ECC Executive Director is responsible for all actions carried out under this Manual and may delegate this responsibility to the Deputy Executive Director and/or to the concerned Division Chief of the ECC. The ECC Executive Director may delegate a specific officer to act as the Decision Maker (DM) and shall have overall responsibility for the initial decision on FOI requests, (i.e. to decide whether to release all the records, partially release the records or deny access).
3. Coverage of the Manual: The Manual shall cover all requests for information directed to the ECC
4. FOI Receiving Officer: There shall be an FOI Receiving Officer (FRO) designated at the ECC. The FRO shall preferably come from the Records Unit and/or the Information Technology (IT) Officer of the ECC. The FRO shall hold office at the Records Section of the ECC Administrative Division (Admin) and/or at the Policy, Programs and Systems Management Division (PPSMD).
5. The functions of the FRO shall include receiving on behalf of the ECC all requests for information and forward the same to the appropriate office who has custody of the records; monitor all FOI requests;

provide assistance to the FOI Decision Maker; provide assistance and support to the public and staff with regard to FOI; compile statistical information as required; and, conduct initial evaluation of the request and advise the requesting party whether the request will be forwarded to the FOI Decision Maker for further evaluation, or deny the request based on:

- a. That the form is incomplete; or
- b. That the requested information has already been disclosed in the ECC Official Website or at data.gov.ph.

The list of FROs is attached in this Manual as Annex "B"

6. FOI Decision Maker: There shall be an FOI Decision Maker (FDM), designated by the Executive Director, with a rank of not lower than a Division Chief who shall conduct evaluation of the request for information and has the authority to grant the request, or deny it based on the following:
  - a. That the ECC does not have the information requested;
  - b. That the information requested contains sensitive personal information protected by the Data Privacy Act of 2012;
  - c. That the information requested falls under the list of exceptions to FOI; or
  - d. The request is an unreasonable subsequent identical or substantially similar request from the same requesting party whose request has already been granted or denied by the ECC.
7. Central Appeals and Review Committee: There shall be a Central Appeals and Review Committee composed of three (3) officials with a rank of not lower than a Division Chief designated by the ECC Executive Director to review

and analyze the denial of request of information. The Committee shall also provide expert advice to the Executive Director on the denial of such request.

8. Approval and Denial of Request to Information: The Decision Maker shall recommend the approval or denial of the request of information. In case where the Decision Maker is on official leave, the Executive Director may delegate an alternate FOI DM.

## SECTION 2: DEFINITION OF TERMS

data.gov.ph. The Open Data website that serves as the government's comprehensive portal for all public government data that is searchable, understandable, and accessible.

eFOI.gov.ph. The website that serves as the government's comprehensive FOI website for all information on the FOI. Among many other features, eFOI.gov.ph provides a central resource for the public to understand the FOI, to locate records that are already available online, and to learn how to make a request for information that is not yet publicly available. eFOI.gov.ph also promotes agency accountability for the administration of the FOI by graphically displaying the detailed statistics contained in Annual FOI Reports, so that they can be compared by agency and over time.

INFORMATION. Shall mean any records, documents, papers, reports, letters, contracts, minutes and transcripts of official meetings, maps, books, photographs, data, research materials, films, sound and video recording, magnetic or other tapes, electronic data, computer stored data, any other like or similar data or materials recorded, stored or archived in

whatever format, whether offline or online, which are made, received, or kept in or under the control and custody of any government office pursuant to law, executive order, and rules and regulations or in connection with the performance or transaction of official business by any government office.

**INFORMATION FOR DISCLOSURE.** Information promoting the awareness and understanding of policies, programs, activities, rules or revisions affecting the public, government agencies, and the community and economy. It also includes information encouraging familiarity with the general operations, thrusts, and programs of the government. In line with the concept of proactive disclosure and open data, these types of information can already be posted to government websites, such as data.gov.ph, without need for written requests from the public.

**OFFICIAL RECORD/S.** Shall refer to information produced or received by a public officer or employee, or by a government office in an official capacity or pursuant to a public function or duty.

**OPEN DATA.** Refers to publicly available data structured in a way that enables the data to be fully discoverable and usable by end users.

**PUBLIC RECORDS.** Shall include information required by laws, executive orders, rules, or regulations to be entered, kept, and made publicly available by a government office.

**PUBLIC SERVICE CONTRACTOR.** Shall be defined as a private entity that has dealing, contract, or a transaction of whatever form or kind with the government or a government agency or office that utilizes public funds.

**PERSONAL INFORMATION.** Shall refer to any information, whether recorded in a material form or not, from which the identify of an individual is apparent or can be reasonably and directly ascertained by the entity holding the information, or when put together with other information would directly and certainly identify an individual.

**SENSITIVE PERSONAL INFORMATION.** As defined in the Data Privacy Act of 2012, shall refer to personal information:

1. About an individual race, ethnic origin, marital status, age, color, and religious philosophical or political affiliations;
2. About an individual health, education, genetic or sexual life of a person, or to any proceedings for any offense committed or alleged to have committed by such person, the disposal of such proceedings or the sentence of any court in such proceedings;
3. Issued by government agencies peculiar to an individual which includes, but not limited to, social security numbers, previous or current health records, licenses or its denials, suspension or revocation, and tax returns; and
4. Specifically established by an executive order or an act of Congress to be kept classified.

### SECTION 3. GLOSSARY OF TERMS

**ADMINISTRATIVE FOI APPEAL.** An independent review of the initial determination made in response to a FOI request. Requesting parties who are dissatisfied with the response made on their initial request have a right to appeal that initial determination to an office within the agency, which will then conduct an independent review.

**ANNUAL FOI REPORT.** A report to be filed each year with the Presidential Communications Operations Office (PCOO) by all government agencies detailing the administration of the FOI. Annual FOI Reports contain detailed statistics on the number of FOI requests and appeals received, processed, and pending at each government office.

**CONSULTATION.** When a government office locates a record that contains information of interest to another office, it will ask for the views of that other agency on the disclosability of the records before any final determination is made. This process is called a "consultation."

**EXCEPTIONS.** Information that should not be released and disclosed in response to a FOI request because they are protected by the Constitution, laws or jurisprudence.

**FREEDOM OF INFORMATION (FOI).** The Executive Branch recognizes the right of the people to information on matters of public concern, and adopts and implements a policy of full public disclosure of all its transactions involving public interest, subject to the procedures and limitations provided in Executive Order No. 2. This right is indispensable to the exercise of the right of the people and their organizations to effective and reasonable participation at all levels of social, political and economic decision-making.

**FOI CONTACT.** The name, address and phone number at each government office where you can make a FOI request

**FOI REQUEST.** A written request submitted to a government office personally or by email asking for records on any topic. A FOI request can generally be made by any Filipino to any government office.

**FOI RECEIVING OFFICE.** The primary contact at each agency where the requesting party can call and ask questions about the FOI process or the pending FOI request.

**FREQUENTLY REQUESTED INFORMATION.** Info released in response to a FOI request that the agency determines have become or are likely to become the subject of subsequent requests for substantially the same records.

**FULL DENIAL.** When the DEPARTMENT or any of its office, bureau or agency cannot release any records in response to a FOI request, because, for example, the requested information is exempt from disclosure in its entirety or no records responsive to the request could be located.

**FULL GRANT.** When a government office is able to disclose all records in full in response to a FOI request.

**MULTI-TRACK PROCESSING.** A system that divides incoming FOI requests according to their complexity so that simple requests requiring relatively minimal review are placed in one processing track and more complex requests are placed in one or more other tracks. Requests granted expedited processing are placed in yet another track. Requests in each track are processed on a first in/first out basis.

**PARTIAL GRANT/PARTIAL DENIAL.** When a government office is able to disclose portions of the records in response to a FOI request, but must deny other portions of the request.

**PENDING REQUEST OR PENDING APPEAL.** An FOI request or administrative appeal for which a government office has not yet taken final action in all respects. It captures anything that is open at a given time including requests that are well within the statutory response time.

**PERFECTED REQUEST.** A FOI request, which reasonably describes the records, sought and is made in accordance with the government office's regulations.

**PROACTIVE DISCLOSURE.** Information made publicly available by government agencies without waiting for a specific FOI request. Government agencies now post on their websites a vast amount of material concerning their functions and mission.

**PROCESSED REQUEST OR PROCESSED APPEAL.** The number of requests or appeals where the agency has completed its work and sent a final response to the requester.

**RECEIVED REQUEST OR RECEIVED APPEAL.** An FOI request or administrative appeal that an agency has received within a fiscal year.

**REFERRAL.** When a government office locates a record that originated with, or is of otherwise primary interest to another agency, it will forward that record to the other agency to process the record and to provide the final determination directly to the requester. This process is called a "referral."

**SIMPLE REQUEST.** A FOI request that an agency anticipates will involve a small volume of material or which will be able to be processed relatively quickly.

## SECTION 4. PROMOTION OF OPENNESS IN GOVERNMENT

1. **Duty to Publish Information.** The ECC shall regularly publish, print and disseminate at no cost to the public and in an accessible form, in conjunction with Republic Act 9485, or the Anti-Red Tape Act of 2007, and through its website, timely, true, accurate and updated key information including, but not limited to:
  - a. A description of its mandate, structure, powers, functions, duties and decision-making processes;
  - b. description of the frontline services it delivers and the procedure and length of time by which they may be availed of;
  - c. The names of its key officials, their powers, functions and responsibilities, and their profiles and curriculum vitae;
  - d. Work programs, development plans, investment plans, projects, performance targets and accomplishments, and budgets, revenue allotments and expenditures;
  - e. Important rules and regulations, orders or decisions;
  - f. Current and important database and statistics that it generates;
  - g. Bidding processes and requirements; and
  - h. Mechanisms or procedures by which the public may participate in or otherwise influence the formulation of policy or the exercise of its powers.
2. **Accessibility of Language and Form.** The ECC shall endeavor to translate key information into major Filipino languages and present them in popular form and means.
3. **Keeping of Records.** The ECC shall create and/or maintain in appropriate formats, accurate and reasonably

complete documentation or records, policies, transactions, decisions, resolutions, enactments, actions, procedures, operations, activities, communications and documents received or filed with them and the data generated or collected.

## SECTION 5. PROTECTION OF PRIVACY

While providing for access to information, the ECC shall afford full protection to a person's right to privacy, as follows:

- a. The ECC shall ensure that personal information, particularly sensitive personal information, in its custody or under its control is disclosed only as permitted by existing laws;
- b. The ECC shall protect personal information in its custody or under its control by making reasonable security arrangements against unauthorized access, leaks or premature disclosure;
- c. The FRO, FDM, or any ECC employee or official who has access, whether authorized or unauthorized, to personal information in the custody of the ECC, shall not disclose that information except as authorized by existing laws.

## SECTION 6. STANDARD PROCEDURE (See *Annex "D"* for flowchart)

### 1. Receipt of Request for Information.

- 1.1 The FOI Receiving Officer (FRO) shall receive the request for information from the requesting party and check compliance of the following requirements:
  - The request must be in writing;
  - The request shall state the name and contact information of the requesting party, as well as provide

valid proof of identification or authorization; and

- The request shall reasonably describe the information requested, and the reason for, or purpose of, the request for information. (See **Annex "E"**)

The request can be made through email, provided, that the requesting party shall attach in the email a scanned copy of the FOI application request, and a copy of a duly recognized government ID with photo.

- 1.2 In case the requesting party is unable to make a written request, because of illiteracy or due to being a person with disability, he or she may make an oral request, and the FRO shall reduce it in writing.
- 1.3 The request shall be stamped received by the FRO, indicating the date and time of the receipt of the written request, and the name, rank, title and position of the public officer who actually received it, with a corresponding signature and a copy, furnished to the requesting party. In case of email requests, the email shall be printed out and shall follow the procedure mentioned above, and be acknowledged by electronic mail. The FRO shall input the details of the request on the Request Tracking System and allocate a reference number.
- 1.4 The ECC must respond to requests promptly, within the fifteenth (15) working day following the date of receipt of the request. A working day is any day other than a Saturday, Sunday or a day, which is declared a national public holiday in the Philippines. In computing for the period, Art. 13 of the New Civil Code shall be observed.



The date of receipt of the request will be either:

- a. The day on which the request is physically or electronically delivered to the government office, or directly into the email inbox of a member of staff; or
- b. If the government office has asked the requesting party for further details to identify and locate the requested information, the date on which the necessary clarification is received.

An exception to this will be where the request has been emailed to an absent member of staff, and this has generated an 'out of office' message with instructions on how to re-direct the message to another contact. Where this is the case, the date of receipt will be the day the request arrives in the inbox of that contact.

Should the requested information need further details to identify or locate, then the 15 working days will commence the day after it receives the required clarification from the requesting party.

1. Initial Evaluation. After receipt of the request for information, the FRO shall evaluate the contents of the request.

2.1. Request relating to more than one office under the ECC: If a request for information is received which requires to be complied with, of different Divisions of the ECC, the FRO shall forward such request to the Divisions concerned and ensure that it is well coordinated and monitor its compliance.

2.2. Requested information is not in the custody of the ECC. If the requested information is not in the custody of the ECC, following referral and discussions with the FDM, the FRO shall undertake the following steps:

If the records requested refer to another department, the request will be immediately transferred to such appropriate department through the most expeditious manner and the transferring office must inform the requesting party that the information is not held within the 15 working day limit. The 15 working day requirement for the receiving office commences the day after it receives the request.

If the records refer to an office not within the coverage of E.O. No. 2, the requesting party shall be advised accordingly and provided with the contact details of that office, if known.

2.3. Requested information is already posted and available on-line: Should the information being requested is already posted and publicly available in the ECC website, data.gov.ph or foi.gov.ph, the FRO shall inform the requesting party of the said fact and provide them the website link where the information is posted.

2.4. Requested information is substantially similar or identical to the previous request: Should the requested information be substantially similar or identical to a previous request by the same requester, the request shall be denied. However, the FRO shall inform the applicant of the reason of such denial.

3. Transmittal of Request by the FRO to the FDM: After receipt of the request for information, the FRO shall

evaluate the information being requested, and notify the FDM of such request. The copy of the request shall be forwarded to such FDM within one (1) day from receipt of the written request. The FRO shall record the date, time and name of the FDM who received the request in a record book with the corresponding signature of acknowledgement of receipt of the request.

4. Role of FDM in processing the request: Upon receipt of the request for information from the FRO, the FDM shall assess and clarify the request if necessary. He or she shall make all necessary steps to locate and retrieve the information requested. The FDM shall ensure that the complete information requested be submitted to the FRO within 10 days upon receipt of such request.

The FRO shall note the date and time of receipt of the information from the FDM and report to the ECC Executive Director, in case the submission is beyond the 10-day period.

If the FDM needs further details to identify or locate the information, he shall, through the FRO, seek clarification from the requesting party. The clarification shall stop the running of the 15 working day period and will commence the day after it receives the required clarification from the requesting party.

If the FDM determines that a record contains information of interest to another office, the FDM shall consult with the agency concerned on the disclosability of the records before making any final determination.

5. Role of FRO to transmit the information to the requesting party: Upon receipt of the requested information from the FDM, the FRO shall collate and ensure that the information is complete. He shall attach a cover/transmittal letter signed by the ECC Executive Director concerned and ensure the transmittal of such to the requesting party within 15 working days upon receipt of the request for information.
6. Request for an Extension of Time: If the information requested requires extensive search of the government's office records facilities, examination of voluminous records, the occurrence of fortuitous events or other analogous cases, the FDM should inform the FRO.

The FRO shall inform the requesting party of the extension, setting forth the reasons for such extension. In no case shall the extension exceed twenty (20) working days on top of the mandated fifteen (15) working days to act on the request, unless exceptional circumstances warrant a longer period.

7. Notice to the Requesting Party of the Approval/Denial of the Request: Once the DM approved or denied the request, he shall immediately notify the FRO who shall prepare the response to the requesting party either in writing or by email. All actions on FOI requests, whether approval or denial, shall pass through the ECC Executive Director for final approval.
8. Approval of Request: In case of approval, the FRO shall ensure that all records that have been retrieved and considered be checked for possible exemptions, prior to

actual release. The FRO shall prepare the letter or email informing the requesting party within the prescribed period that the request was granted and be directed to pay the applicable fees, if any.

9. Denial of Request: In case of denial of the request wholly or partially, the FRO shall, within the prescribed period, notify the requesting party of the denial in writing. The notice shall clearly set forth the ground or grounds for denial and the circumstances on which the denial is based. Failure to notify the requesting party of the action taken on the request within the period herein provided shall be deemed a denial of the request to information. All denials on FOI requests shall pass through the Office of the Executive Director.

## SECTION 7. REMEDIES IN CASE OF DENIAL

A person whose request for access to information has been denied may avail himself of the remedy set forth below:

1. Administrative FOI Appeal to the ECC's Central Appeals and Review Committee: Provided, that the written appeal must be filed by the same requesting party within fifteen (15) calendar days from the notice of denial or from the lapse of the period to respond to the request.
  - a. Denial of the Appeal by the ECC may be appealed by filing a written appeal to the DOLE Central Appeals and Review Committee within fifteen (15) calendar days from the notice of denial or from the lapse of the period to respond to the request.

- b. The appeal shall be decided by the DOLE Secretary upon the recommendation of the DOLE Central Appeals and Review Committee within thirty (30) working days from the filing of said written appeal. Failure to decide within the 30-day period shall be deemed a denial of the appeal.
  - c. The denial of the Appeal by the DEPARTMENT Secretary or the lapse of the period to respond to the request may be Appealed further to the Office of the President under Administrative Order No. 22, s. 2011.
2. Upon exhaustion of administrative FOI appeal remedies, the requesting party may file the appropriate judicial action in accordance with the Rules of Court.

## SECTION 8. REQUEST TRACKING SYSTEM

The ECC shall establish a system to trace the status of all requests for information received by it, which may be paper-based, on-line or both.

## SECTION 9. FEES

1. No Request Fee. The ECC shall not charge any fee for accepting requests for access to information.
2. Reasonable Cost of Reproduction and Copying of the Information: The FRO shall immediately notify the requesting party in case there shall be a reproduction and copying fee in order to provide the information. Such fee shall be the actual amount spent by the ECC in providing the information to the requesting party. The schedule of fees, if any, shall be posted by the ECC.

3. Exemption from Fees: The ECC may exempt any requesting party from payment of the abovementioned fees, upon request stating the valid reason why such requesting party shall not pay the fee.

#### SECTION 10. ADMINISTRATIVE LIABILITY

1. Non-compliance with FOI. Failure to comply with the provisions of this Manual shall be a ground for the following administrative penalties:
  - a. 1st Offense - Reprimand;
  - b. 2nd Offense - Suspension of one (1) to thirty (30) days; and
  - c. 3rd Offense - Dismissal from the service.
2. Procedure. The Revised Rules on Administrative Cases in the Civil Service shall be applicable in the disposition of cases under this Manual.
3. Provisions for More Stringent Laws, Rules and Regulations. Nothing in this Manual shall be construed to derogate from any law, any rules, or regulation prescribed by anybody or agency, which provides for more stringent penalties.

#### SECTION 11. NO WRONG DOOR POLICY

The Employees' Compensation Commission (ECC) has adopted the PCOO FOI Memorandum Circular No. 21-05, which outlines the "No Wrong Door Policy" or the Guidelines on the Referral of Requested Information, Official Record/s and Public Record/s to the Appropriate Government Agency.

The process is as follows:

1. All requests for information that meet the prescribed requirements will be accepted by the FRO or the FOI Decision Maker.
2. Requests for information will only be denied or refused if the reason for the request is contrary to the Constitution, relevant laws, rules, and regulations or if it falls under the Inventory of Exceptions.
3. If the requested information is not in the possession or jurisdiction of the ECC but is available in another government agency under the Executive Branch, the ECC will immediately refer the request expeditiously. This will be considered as the First Referral, and a fresh period will apply, but not to exceed three (3) working days from the receipt of the request.

## ANNEX "A"

MALACAÑAN PALACE  
MANILA

BY THE PRESIDENT OF THE PHILIPPINES

EXECUTIVE ORDER NO. 02

OPERATIONALIZING IN THE EXECUTIVE BRANCH THE PEOPLE'S CONSTITUTIONAL RIGHT TO INFORMATION AND THE STATE POLICIES TO FULL PUBLIC DISCLOSURE AND TRANSPARENCY IN THE PUBLIC SERVICE AND PROVIDING GUIDELINES THEREFOR

WHEREAS, pursuant to Article 28, Article II of the 1987 Constitution, the State adopts and implements a policy of full public disclosure of all its transactions involving public interest, subject to reasonable conditions prescribed by law;

WHEREAS, Section 7, Article III of the Constitution guarantees the right of the people to information on matters of public concern;

WHEREAS, the incorporation of this right in the Constitution is a recognition of the fundamental role of free and open exchange of information in a democracy, meant to enhance transparency and accountability in government official acts, transactions, or decisions;

WHEREAS, the Executive Branch recognizes the urgent need to operationalize these Constitutional provisions;

WHEREAS, the President, under Section 17, Article VII of the Constitution, has control over all executive departments, bureaus and offices, and the duty to ensure that the laws be faithfully executed;

WHEREAS, the Data Privacy Act of 2012 (R.A. 10173), including its implementing Rules and Regulations, strengthens the fundamental human right of privacy, and of communication while ensuring the free flow of information to promote innovation and growth;

NOW, THEREFORE, I, RODRIGO ROA DUTERTE, President of the Philippines, by virtue of the powers vested in me by the Constitution and existing laws, do hereby order:

SECTION 1. Definition. For the purpose of this Executive Order, the following terms shall mean:

(a) "Information" shall mean any records, documents, papers, reports, letters, contracts, minutes and transcripts of official meetings, maps, books, photographs, data, research materials, films, sound and video recording, magnetic or other tapes, electronic data, computer stored data, any other like or similar data or materials recorded, stored or archived in whatever format, whether offline or online, which are made, received, or kept in or under the control and custody of any government office pursuant to law, executive order, and rules and regulations or in connection with the performance or transaction of official business by any government office.

(b) "Official record/records" shall refer to information produced or received by a public officer or employee, or by a government office in an official capacity or pursuant to a public function or duty.

(c) "Public record/records" shall include information required by laws, executive orders, rules, or regulations to be entered, kept and made publicly available by a government office.

SECTION 2. Coverage. This order shall cover all government offices under the Executive Branch, including but not limited to the national government and all its offices, departments, bureaus, offices, and instrumentalities, including government-owned or -controlled corporations, and state universities and colleges. Local government units (LGUs) are encouraged to observe and be guided by this Order.

SECTION 3. Access to Information. Every Filipino shall have access to information, official records, public records and to documents and papers pertaining to official acts, transactions or decisions, as well as to government research data used as basis for policy development.

SECTION 4. Exception. Access to information shall be denied when the information falls under any of the exceptions enshrined in the Constitution, existing law or jurisprudence.

The Department of Justice and the Office of the Solicitor General are hereby directed to prepare an inventory of such exceptions and submit the same to the Office of the President within thirty (30) calendar days from the date of effectivity of this Order.

The Office of the President shall thereafter, immediately circularize the inventory of exceptions for the guidance of all government offices and instrumentalities covered by this Order and the general public.

Said inventory of exceptions shall periodically be updated to properly reflect any change in existing law and jurisprudence and the Department of Justice and the Office of the Solicitor General are directed to update the inventory of exceptions as the need to do so arises, for circularization as hereinabove stated.

SECTION 5. Availability of SALN. Subject to the provisions contained in Sections 3 and 4 of this Order, all public officials are reminded of their obligation to file and make available for scrutiny their Statements of Assets, Liabilities and Net Worth (SALN) in accordance with existing laws, rules and regulations, and the spirit and letter of this Order.

SECTION 6. Application and Interpretation. There shall be a legal presumption in favor of access to information, public records and official records. No request for information shall be denied unless it clearly falls under any of the exceptions listed in the inventory or updated inventory of exceptions circularized by the Office of the President provided in the preceding section.

The determination of the applicability of any of the exceptions to the request shall be the responsibility of the Head of the Office, which is in custody or control of the information, public record or official record, or the responsible central or field officer duly designated by him in writing.

In making such determination, the Head of the Office or his designated officer shall exercise reasonable diligence to ensure that no exception shall be used or availed of to deny any request for information or access to public records, or official records if the denial is intended primarily and purposely to cover up a crime, wrongdoing, graft or corruption.

SECTION 7. Protection of Privacy. While providing access to information, public records, and official records, responsible officials shall afford full protection to the right to privacy of the individual as follows:

- (a) Each government office per Section 2 hereof shall ensure that personal information in its custody or under its control is disclosed or released only if it is material or relevant to the subject matter of the request and its disclosure is permissible under this order or existing law, rules or regulations;
- (b) Each government office must protect personal information in its custody or control by making reasonable security arrangements against leaks or premature disclosure of personal information, which unduly exposes the individual, whose personal information is requested, to vilification, harassment or any other wrongful acts.
- (c) Any employee, official or director of a government office per Section 2 hereof who has access, authorized or unauthorized, to personal information in the custody of the office, must not disclose that information except when authorized under this order or pursuant to existing laws, rules or regulation.

SECTION 8. People's Freedom to Information (FOI) Manual. For the effective implementation of this Order, every government office is directed to prepare within one hundred twenty (120) calendar days from the effectivity of this Order, its own People's FOI Manual, which shall include among others the following provisions:

- (a) The location and contact information of the head, regional, provincial, and field offices, and other established places

where the public can obtain information or submit requests;

- (b) The person or office responsible for receiving requests for information;
- (c) The procedure for the filing and processing of the request as specified in the succeeding section 9 of this Order.
- (d) The standard forms for the submission of requests and for the proper acknowledgment of requests;
- (e) The process for the disposition of requests;
- (f) The procedure for the administrative appeal of any denial for access to information; and
- (g) The schedule of applicable fees.

SECTION 9. Procedure. The following procedure shall govern the filing and processing of request for access to information:

- (a) Any person who requests access to information shall submit a written request to the government office concerned. The request shall state the name and contact information of the requesting party, provide valid proof of his identification or authorization, reasonably describe the information requested, and the reason for, or purpose of, the request for information: Provided, that no request shall be denied or refused acceptance unless the reason for the request is contrary to law, existing rules and regulations or it is one of the exceptions contained in the inventory or updated inventory of exception as hereinabove provided.

- (b) The public official receiving the request shall provide reasonable assistance, free of charge, to enable, to enable all requesting parties and particularly those with special needs, to comply with the request requirements under this Section.
- (c) The request shall be stamped by the government office, indicating the date and time of receipt and the name, rank, title and position of the receiving public officer or employee with the corresponding signature, and a copy thereof furnished to the requesting party. Each government office shall establish a system to trace the status of all requests for information received by it.
- (d) The government office shall respond to a request fully compliant with requirements of sub-section (a) hereof as soon as practicable but not exceeding fifteen (15) working days from the receipt thereof. The response mentioned above refers to the decision of the agency or office concerned to grant or deny access to the information requested.
- (e) The period to respond may be extended whenever the information requested requires extensive search of the government office's records facilities, examination of voluminous records, the occurrence of fortuitous cases or other analogous cases. The government office shall notify the person making the request of the extension, setting forth the reasons for such extension. In no case shall the extension go beyond twenty (20) working days unless exceptional circumstances warrant a longer period.



- (f) Once a decision is made to grant the request, the person making the request shall be notified of such decision and directed to pay any applicable fees.

SECTION 10. Fees. Government offices shall not charge any fee for accepting requests for access to information. They may, however, charge a reasonable fee to reimburse necessary costs, including actual costs of reproduction and copying of the information required, subject to existing rules and regulations. In no case shall the applicable fees be so onerous as to defeat the purpose of this Order.

SECTION 11. Identical or Substantially Similar Requests. The government office shall not be required to act upon an unreasonable subsequent identical or substantially similar request from the same requesting party whose request from the same requesting party whose request has already been previously granted or denied by the same government office.

SECTION 12. Notice of Denial. If the government office decides to deny the request, in whole or in part, it shall as soon as practicable, in any case within fifteen (15) working days from the receipt of the request, notify the requesting party the denial in writing. The notice shall clearly set forth the ground or grounds for denial and the circumstances on which the denial is based. Failure to notify the requesting party of the action taken on the request within the period herein stipulated shall be deemed a denial of the request for access to information.

SECTION 13. Remedies in Cases of Denial of Request for Access to Information.

- (a) Denial of any request for access to information may be appealed to the person or office next higher in the authority, following the procedure mentioned in Section 9 of this Order: Provided, that the written appeal must be filed by the same person making the request within fifteen (15) working days from the notice of denial or from the lapse of the relevant period to respond to the request.
- (b) The appeal be decided by the person or office next higher in authority within thirty (30) working days from the filing of said written appeal. Failure of such person or office to decide within the afore-stated period shall be deemed a denial of the appeal.
- (c) Upon exhaustion of administrative appeal remedies, the requesting part may file the appropriate case in the proper courts in accordance with the Rules of Court.

SECTION 14. Keeping of Records. Subject to existing laws, rules, and regulations, government offices shall create and/or maintain accurate and reasonably complete records of important information in appropriate formats, and implement a records management system that facilitates easy identification, retrieval and communication of information to the public.

SECTION 15. Administrative Liability. Failure to comply with the provisions of this Order may be a ground for administrative and disciplinary sanctions against any erring public officer or employee as provided under existing laws or regulations.

SECTION 16. Implementing Details. All government offices in the Executive Branch are directed to formulate their respective implementing details taking into consideration their mandates and the nature of information in their custody or control, within one hundred twenty (120) days from the effectivity of this Order.

SECTION 17. Separability Clause. If any section or part of this Order is held unconstitutional or invalid, the other sections or provisions not otherwise affected shall remain in full force or effect.

SECTION 18. Repealing Clause. All orders, rules and regulations, issuances or any part thereof inconsistent with the provisions of this Executive Order are hereby repealed, amended or modified accordingly: Provided, that the provisions of Memorandum Circular No. 78 (s. 1964), as amended, shall not be deemed repealed pending further review.

SECTION 19. Effectivity. This Order shall take effect immediately upon publication in a newspaper of general circulation.

DONE, in the City of Manila, this 23rd day of July in the year of our Lord two thousand and sixteen.

(Sgd.) **RODRIGO ROA DUTERTE**  
President of the Philippines

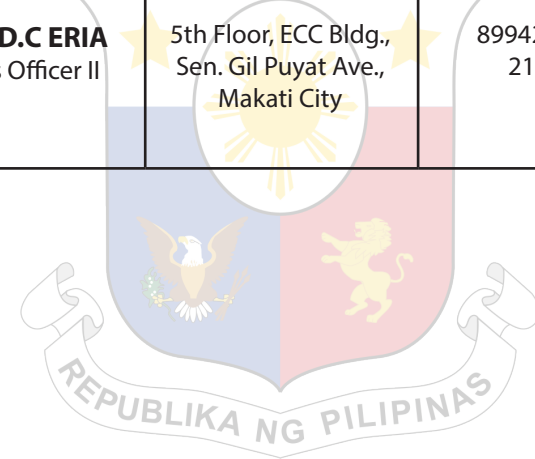
By the President:

(Sgd.) **SALVADOR C. MEDIALDEA**  
Executive Secretary

**ANNEX "B"**

**FOI Receiving Officers of ECC**

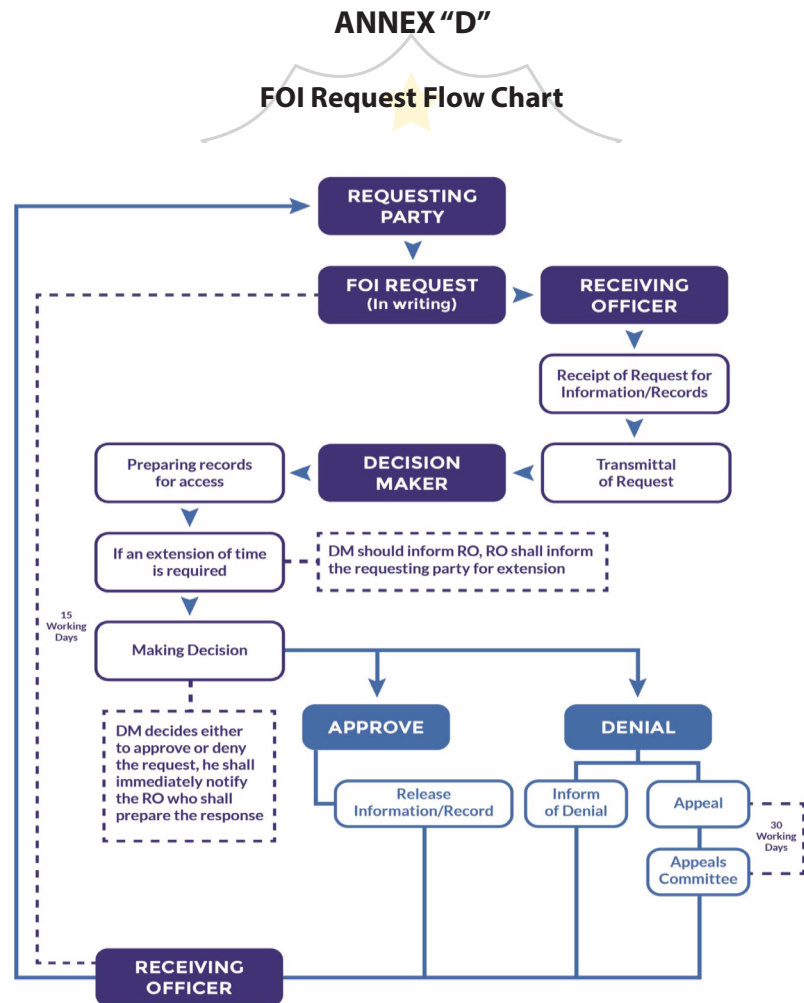
Assigned FOI Receiving Officer	Location of FOI Receiving Office	Contact Details
<b>JAY B. GALASINAO</b> IT Officer II	5th Floor, ECC Bldg., Sen. Gil Puyat Ave., Makati City	8994251 local 218
<b>JORGE D.C ERIA</b> Records Officer II	5th Floor, ECC Bldg., Sen. Gil Puyat Ave., Makati City	8994251 local 212/233



**ANNEX "C"**

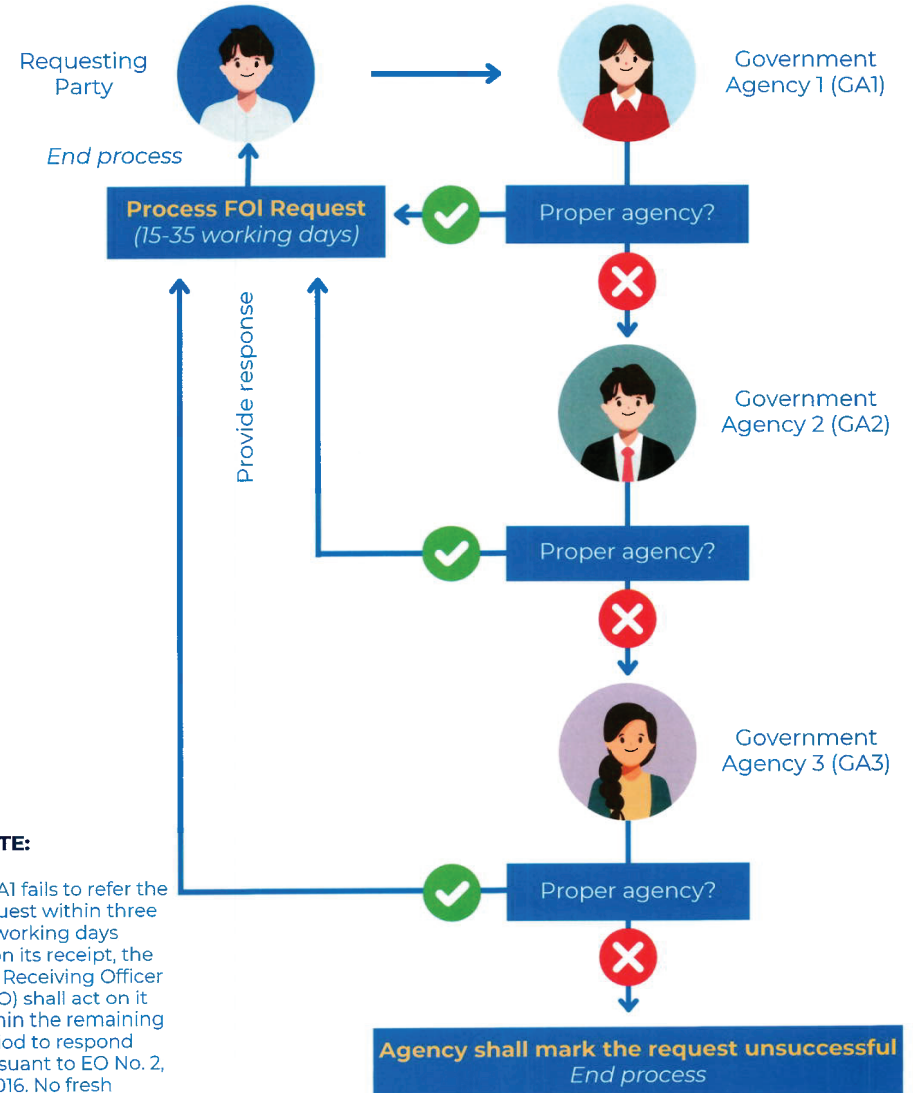
**LIST OF EXCEPTIONS**

<To be provided by the Office of the Executive Secretary>



**NO WRONG DOOR POLICY  
FLOWCHART**

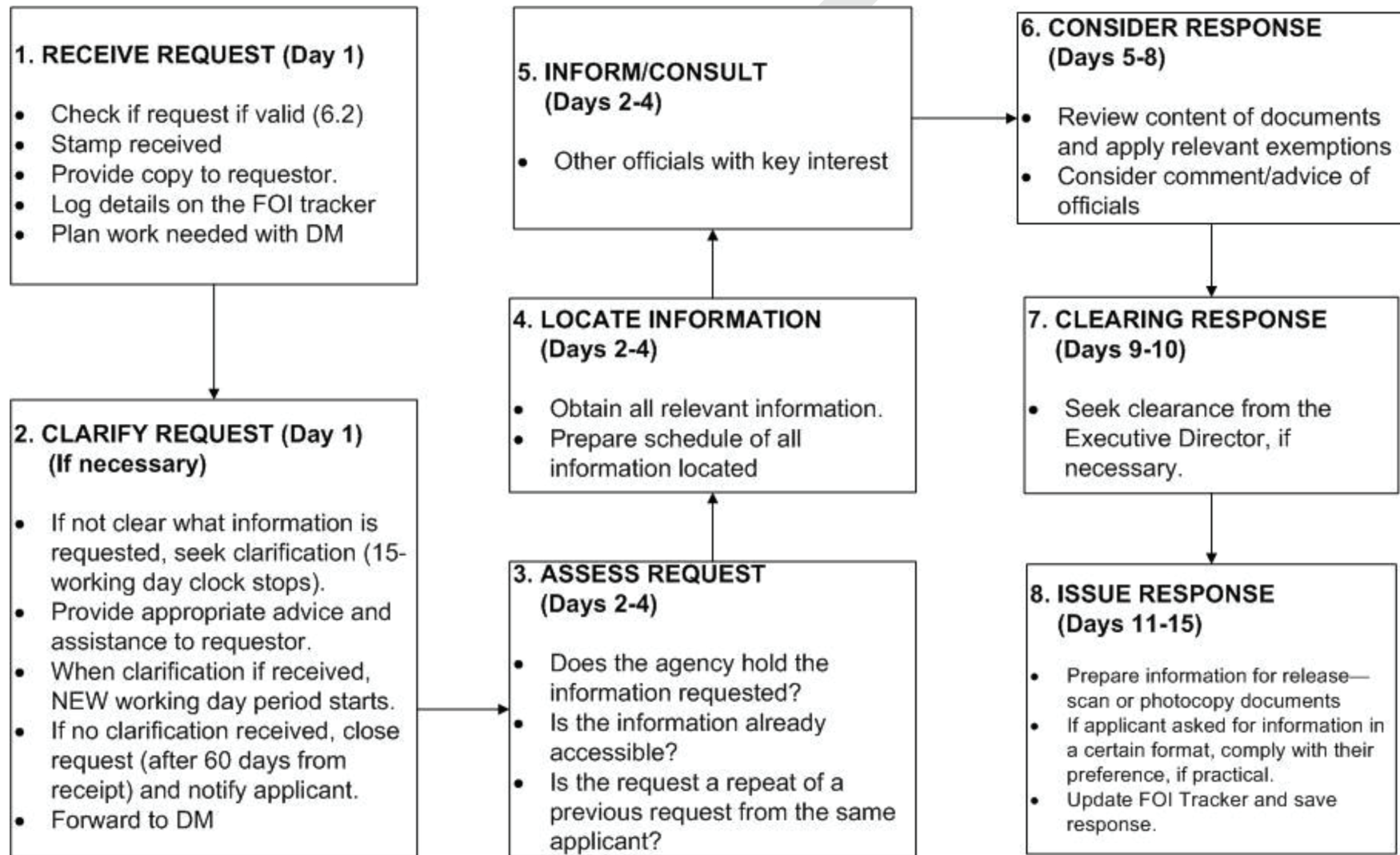
(FOI Memorandum Circular No. 21-05)



**NOTE:**  
If GA1 fails to refer the request within three (3) working days upon its receipt, the FOI Receiving Officer (FRO) shall act on it within the remaining period to respond pursuant to EO No. 2, s. 2016. No fresh period shall apply.

**ANNEX "D - 2"**

**DETAILED FOI REQUEST PROCESS**



### ANNEX "D - 3"

#### FOI REQUEST PROCESS IN DAYS

Day 1	Days 2-4	Days 5-8	Days 9-10	Days 11-15
<p><b>RECEIVE REQUEST</b></p> <ul style="list-style-type: none"> <li>• Check if request is valid.</li> <li>• Stamp received.</li> <li>• Provide copy to the requestor.</li> <li>• Log details on FOI tracker</li> <li>• Plan work needed with DM</li> </ul> <p><b>CLARIFY REQUEST</b> (If necessary)</p> <ul style="list-style-type: none"> <li>• If not clear what information is requested, seek clarification (15-working day clock stops)</li> <li>• Provide appropriate advice and assistance to requestor</li> <li>• When clarification is received, NEW working day period starts</li> <li>• If no clarification received, close request (after 60 days from receipt) and notify applicant.</li> <li>• Forward to DM</li> </ul>	<p><b>ASSESS REQUEST</b></p> <ul style="list-style-type: none"> <li>• Does the agency hold the information requested?</li> <li>• Is the information already accessible?</li> <li>• Is the request a repeat of a previous request from the same applicant?</li> </ul> <p><b>LOCATE INFORMATION</b></p> <ul style="list-style-type: none"> <li>• Obtain all relevant information</li> <li>• Prepare schedule of all information located.</li> <li>• INFORM/CONSULT</li> <li>• Other officials with key interest</li> </ul>	<p><b>CONSIDER RESPONSE</b></p> <ul style="list-style-type: none"> <li>• Review content of documents and apply relevant exemptions</li> <li>• Consider comment/advice of officials</li> </ul>	<p><b>CLEARING RESPONSE</b></p> <ul style="list-style-type: none"> <li>• Seek clearance from Executive Director, if necessary</li> </ul>	<p><b>ISSUE RESPONSE</b></p> <ul style="list-style-type: none"> <li>• Prepare information for release—scan or photocopy documents</li> <li>• If applicant asked for information in a certain format, comply with their preference, if practical</li> <li>• Update FOI tracker and save response</li> </ul>

Notes:

1. This table sets our targets, at various points within the 15-working day response period, for completion of key steps in the process of handling an FOI request
2. Each FOI request is different, so not all of these actions will be required in each case-some will be much simpler-and sometimes actions will be completed earlier or later than the targets in this table. However, it is always important to allow sufficient time for Decision Makers, etc to clear FOI responses before expiry of the 15-working day deadline.
3. For any request, it is essential to start looking at it as soon as it is received, to assess what work needs to be done and to plan that work so that the request is answered on time. This table is intended to help with that planning

**ANNEX "E"**

**FOI Request Form**

**(Name of Agency)**  
**(Address of Agency)**

**PORMULARYO NG KAHILINGAN (FOI)**  
**FOI Request Form**

TITULO NG DOKUMENTO / (Title of the Document): \_\_\_\_\_

MGA TAON/PANAHONG SAKLAW / (Year): \_\_\_\_\_

LAYUNIN / (Purpose): \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

PANGALAN / (Name): \_\_\_\_\_ CONTACT Nos. \_\_\_\_\_

LAGDA / (Signature): \_\_\_\_\_ PETA / (Date): \_\_\_\_\_

TIRAHAN / (Address): \_\_\_\_\_ KATIBAYAN NG PAGKAKALANLAN / (Proof of Identity): \_\_\_\_\_

PARAAN NG PAGTANGGAP NG IMPORMASYON / (How would you like to receive the information?)

Email \_\_\_\_\_

Fax \_\_\_\_\_

Postal Address \_\_\_\_\_

Pick-up / (Office hours) \_\_\_\_\_

Passport No. \_\_\_\_\_

Driver's License \_\_\_\_\_

Other \_\_\_\_\_

-----

Gawaing itinalaga kay: \_\_\_\_\_  
(Submitted to) (Lumagda sa ibaba ng pangalang nakalimbag)

Peta/Oras ng Pagkatalaga: \_\_\_\_\_  
(Date / Time of Submission)

Taong nagpapatunay ng Gawaing Natapos: \_\_\_\_\_  
(Certified by) (Lumagda sa ibaba ng pangalang nakalimbag)

Uri ng isinagawang aksiyon: \_\_\_\_\_  
(Type of action conducted)

Iniskedyul ni / (Received by): \_\_\_\_\_  
FOI Receiving Officer

Remarks: \_\_\_\_\_

**ANNEX "F-1"**

**FOI RESPONSE TEMPLATE - DOCUMENT ENCLOSED**

DATE

Dear \_\_\_\_\_,

Greetings!

Thank you for your request dated \_\_\_\_\_ under Executive Order No. 2 (s. 2016) on Freedom of Information in the Executive Branch.

Your request

You asked for <quote request exactly, unless it is too long/complicated>.

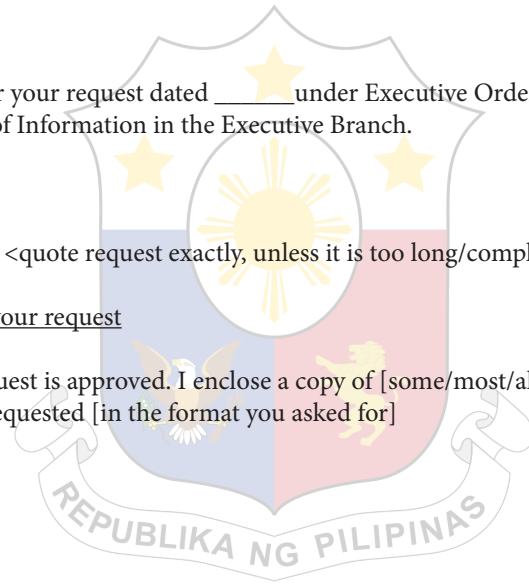
Response to your request

Your FOI request is approved. I enclose a copy of [some/most/all]\* of the information you requested [in the format you asked for]

Thank you.

Respectfully,

\_\_\_\_\_  
FOI Receiving Officer



**ANNEX "F-2"**

**FOI RESPONSE TEMPLATE - ANSWER**

DATE

Dear \_\_\_\_\_,

Greetings!

Thank you for your request dated \_\_\_\_\_ under Executive Order No. 2 (s. 2016) on Freedom of Information in the Executive Branch.

Your request

You asked for <quote request exactly, unless it is too long/complicated>.

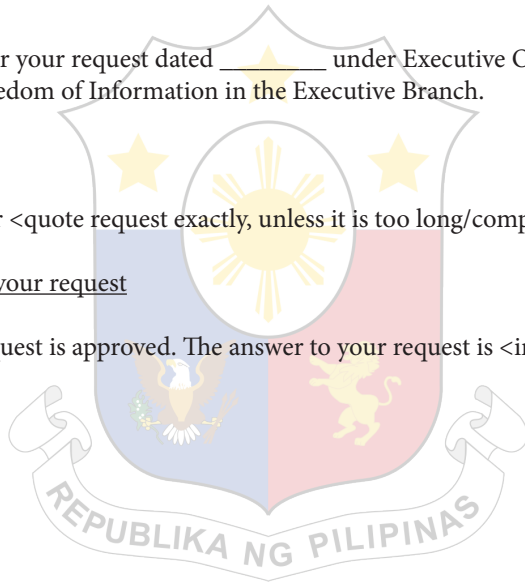
Response to your request

Your FOI request is approved. The answer to your request is <insert answer>

Thank you.

Respectfully,

\_\_\_\_\_  
FOI Receiving Officer



**ANNEX "F-3"**

**FOI RESPONSE TEMPLATE - DOCUMENT AVAILABLE ONLINE**

DATE

Dear \_\_\_\_\_,

Greetings!

Thank you for your request dated <insert data> under Executive Order No. 2 (s. 2016) on Freedom of Information in the Executive Branch.

Your request

You asked for <quote request exactly, unless it is too long/complicated>.

Response to your request

[Some/Most/All] of the information you have requested is already available online from <add details of where that specific information can be obtained e.g. data.gov.ph, foi.gov.ph or other government websites>.

Your right to request a review

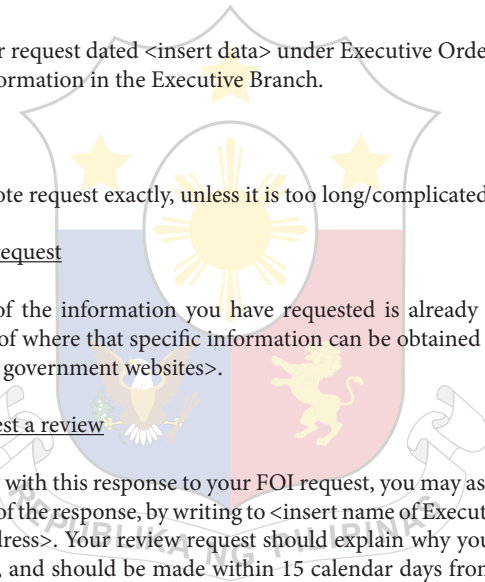
If you are unhappy with this response to your FOI request, you may ask us to carry out an internal review of the response, by writing to <insert name of Executive Director and postal / e-mail address>. Your review request should explain why you are dissatisfied with this response, and should be made within 15 calendar days from the date when you received this letter. We will complete the review and tell you the result, within 30 calendar days from the date when we receive your review request.

If you are not satisfied with result of the review, you then have the right to appeal to the Office of the President under Administrative Order No. 22 (s. 2011).

Thank you.

Respectfully,

\_\_\_\_\_  
FOI Receiving Officer



## ANNEX "F-4"

### FOI RESPONSE TEMPLATE - DOCUMENT NOT AVAILABLE

DATE

Dear \_\_\_\_\_,

Greetings!

Thank you for your request dated <insert data> under Executive Order No. 2 (s. 2016) on Freedom of Information in the Executive Branch.

#### Your request

You asked for <quote request exactly, unless it is too long/complicated>.

#### Response to your request

While our aim is to provide information whenever possible, in this instance this Office does not have [some of]\* the information you have requested. However, you may wish to contact <insert name of other authority/organization> at<insert contact details. Who may be able to help you. The reasons why we don't have the information are explained in the Annex to this letter.

#### Your right to request a review

If you are unhappy with this response to your FOI request, you may ask us to carry out an internal review of the response, by writing to <insert name of Executive Director and postal / e-mail address>. Your review request should explain why you are dissatisfied with this response, and should be made within 15 calendar days from the date when you received this letter. We will complete the review and tell you the result, within 30 calendar days from the date when we receive your review request.

If you are not satisfied with result of the review, you then have the right to appeal to the Office of the President under Administrative Order No. 22 (s. 2011).

Thank you.

Respectfully,

\_\_\_\_\_  
FOI Receiving Officer

## ANNEX "F-5"

### FOI RESPONSE TEMPLATE – UNDER EXCEPTIONS

DATE

Dear \_\_\_\_\_,

Greetings!

Thank you for your request dated <insert data> under Executive Order No. 2 (s. 2016) on Freedom of Information in the Executive Branch.

#### Your request

You asked for <quote request exactly, unless it is too long/complicated>.

#### Response to your request

While our aim is to provide information whenever possible, in this instance we are unable to provide [some of]\* the information you have requested because an exception(s) under section(s) <insert specific section number(s) of the List of Exceptions applies to that information. The reasons why that exemption(s) applies are explained in the Annex to this letter.

#### Your right to request a review

If you are unhappy with this response to your FOI request, you may ask us to carry out an internal review of the response, by writing to <insert name of Executive Director and postal / e-mail address>. Your review request should explain why you are dissatisfied with this response, and should be made within 15 calendar days from the date when you received this letter. We will complete the review and tell you the result, within 30 calendar days from the date when we receive your review request.

If you are not satisfied with result of the review, you then have the right to appeal to the Office of the President under Administrative Order No. 22 (s. 2011).

Thank you.

Respectfully,

\_\_\_\_\_  
FOI Receiving Officer



**FOI AGENCY CONTACT INFORMATION**

Agency name : **EMPLOYEES' COMPENSATION COMMISSION**  
 Agency Address : ECC Building, 355 Sen. Gil J. Puyat Avenue, Makati City

Tel. Nos. : 8-896-7837; 8-899-4251 loc. 239, 227 & 228  
 Telefax No. : 8-897-7597  
 Website : http://www.ecc.gov.ph  
 Facebook : www.facebook.com/ecc.official  
 Twitter : @ecc\_dole  
 E-mail address : info@ecc.gov.ph

**Regional Extension Units**

**ECC-REU CAR**

Address: Department of Labor and Employment (DOLE-CAR)  
 Cabinet Hill, Baguio City  
 Mobile. No. 09202008485 / 09107376889 / Email: car@ecc.gov.ph

**ECC-REU REGION I**

Address: 2nd Flr. Kenny Plaza, Quezon Avenue San Fernando City, La Union  
 Mobile. No. 09327270940 / 09281724673 / 607 7096 / Email: reu1@ecc.gov.ph

**ECC-REU REGION II**

Address: 2F Malebren Bldg., Enrile Ave., Carig Sur, Tuguegarao City, Cagayan  
 Tel. No.: 09265590451 / Email: reu2@ecc.gov.ph

**ECC-REU REGION III**

Address: 2nd Floor, Pinmara Square, MacArthur Highway, Brgy. Sindalan, City of San Fernando Pampanga  
 Mobile No.0918-606-0903 / 0966 660 3475 Tel. No. (045) 407 6240  
 Email: reu3@ecc.gov.ph / Email: ecc.reu3@gmail.com

**ECC-REU REGION IV-A**

Address: Milan Prestige Bldg., Unit A, Ground floor, Brgy. Halang, Calamba, Laguna  
 Tel. No. (049) 521-7518 / Moblie No. 09556642748 / 09214219880  
 Email: reu4a@ecc.gov.ph / ecc.reu4a@gmail.com

**ECC-REU REGION IV-B**

Address: 2F, Confil Bldg. Sampaguita St., Brgy. Lumangbayan, Calapan City, Oriental Mindoro  
 Moblie No. 09995694627 / Email: reu4a@ecc.gov.ph

**ECC-REU REGION V**

Unit 4 CQ Bldg. 3, Rosal St., Imperial Court Phase 2, Brgy. 24 Rizal, Legazpi City, Albay 4500  
 Moblie No.: 0910 670 6100 / 0946 740 7412 Tel. No.: (052) 742 1350  
 Email: reu5@ecc.gov.ph

**ECC-REU VI**

Address: ECC Office, 4th Floor, 7J Corporate Center, Corner Jalandoni-Ledesma St., Iloilo City  
 Tel. No. (033) 330-0910 Mobile No.: 09295409542 / 09483931608  
 Email: reu6@ecc.gov.ph

**ECC-REU No. VII**

Address: Room 154, Ground Floor, Leocadia Arcade, Gen. Maxilom Avenue, Cebu City  
 Tel. No. 0956 226 4065 (032) 266 7230 / Email: reu7@ecc.gov.ph

**ECC REU No. VIII**

Address: Department of Labor and Employment, DOLE Compound, Trece Martires Street, Tacloban City  
 Tel. No. 0920 826 6627 / Email: reu8@ecc.gov.ph

**ECC-REU No. IX**

Address: DOLE, 2nd Flr., Room 203, Cortez Bldg. Dr. Evangelista St., Brgy. Sta Catalina, Zamboanga City, 7000  
 Tel. No. 09669175639 / (062) 955-1549 / Email: reu9@ecc.gov.ph

**ECC-REU NO. X**

Address: Ground Floor Trinidad Bldg., Corrales Yacapin Street, Cagayan De Oro City  
 Tel. No: 09355117495 / 09054138075 / (088) 231-2041  
 Email: reu10@ecc.gov.ph

**ECC-REU NO. XI**

Address: Door 216-217, 2nd Floor, Pink Walters Bldg. Quimpo Boulevard, Davao City  
 Tel. No. (082) 233-6036 Mobile No.: 0909 462 6632 / 0910 480 7989  
 reu11@ecc.gov.ph / ecc.reuxi@gmail.com

**ECC-REU XII**

Address: Door A14 and 15, ECA Bldg., National Highway, General Santos City  
 Tel. No.: (083) 823 2334 Mobile No.0930-603-6190 / 0945-285-1129  
 Email: reu12@ecc.gov.ph

**ECC-REU XIII (Caraga Region)**

Address: Cebu CFI Cooperative Bldg. Ground Floor, New Road Brgy. Limaha, corner Ochoa Avenue, Butuan City  
 Tel. No. (085) 815-0468 / Email: reu13@ecc.gov.ph

