

ECC at 50: A Legacy of Milestones and Achievements

1975 – 1980

The Employees' Compensation Program
On March 17, 1975, then President Ferdinand Marcos signed into law the Presidential Decree No. 626, or the Employees' Compensation (EC) and State Insurance Fund (SIF), providing for the promotion and development of a tax-exempt Employees' Compensation Program (ECP) which will promptly secure adequate income benefit, medical, and other related benefits to employees and their dependents in the event of work-connected disability or death.

On the said date too, the Employees' Compensation Commission (ECC) came into being as the lead agency for the implementation of the ECP.

May 1, 1979, Former President Ferdinand Marcos Sr. issued Letter of Instruction (LOI) No. 856, for the establishment of the ECC rehabilitation center. An amount of 50 million pesos was allocated for the said rehabilitation center. *Continuation on page 2*



ECC at 50: A Legacy of Milestones and Achievements. Department of Labor and Employment (DOLE) Secretary Bienvenido E. Laguesma (first photo), along with distinguished guests, graced the 50th Anniversary Celebration of the Employees' Compensation Commission (ECC) on March 19, 2025, at the Rizal Park Hotel, Manila. With the theme "Limampung Taong Tulong sa Pagtulong," the event reflected and honored ECC's five decades of unwavering commitment to its mission of empowering and giving hope to Filipino workers.



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SOON TO RISE

WRCC

WORKERS REHABILITATION CENTER COMPLEX



Barangay Cuyambay, Tanay, Rizal

The WRCC is a key facility for the implementation of the ECC Disability Management & Return-To-Work Assistance Program (DM-RTWAP) that ensures that our workers receive the support they need to return to work as soon as they are medically ready by utilizing an interdisciplinary approach.

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ECC Workers' Rehabilitation Center Complex

Following LOI No. 856, ECC purchased a 50-hectare lot in Tanay, Rizal in April 1981, via deed of absolute sale between then Secretary Blas F. Ople, as the chairperson of ECC and Florencia G. Guitarte.

The State Insurance Fund (SIF)

A special fund sourced from the contributions of the employers, the SIF is administered by the Social Security System (SSS) for the employees in the private sector while the Government Service Insurance System (GSIS) administers for the public sector employees. Sec. Blas F. Ople was the brain behind the ECP and SIF and he ensured that these new concepts were included in the Labor Code of the Philippines which came into force in 1974.



1980 – 1990

The ECP helped improve the rehabilitation facilities of hospitals located in areas where the occurrence of work-related contingencies was significantly higher in frequency. These hospitals were provided with rehabilitation equipment and materials. The rehabilitation staff of the recipient hospitals were also provided with training to ensure the appropriate operation and maintenance of the rehabilitation equipment.

The pressing need for a dedicated body focused on workers' safety paved the way for the creation of the Occupational Safety and Health Center through Executive Order No. 307. As a special department, it works in close collaboration and engages in complementary efforts to develop health and safety programs and initiatives that promote overall worker well-being and healthy working conditions for all.

1990 – 2000

The Birth of ECC Industrial Clinics

In 1993, then President Fidel V. Ramos instructed the ECC to set up industrial clinics all over the country to provide victims of work-contingencies, particularly the workers in the Small and Medium Enterprises or SMEs, with psychosocial and rehabilitation treatments.

In the process, the ECC accredited hospital-based Industrial Clinics. By the end of 2000, there were 33 industrial clinics operating



in all regions providing free medical examinations to workers.

2000 - 2010

The ECP Thrust: Work Contingency Prevention

On this decade, the ECP has shifted its focus on the prevention of work-related sickness and injuries. The following undertakings were made for the said purpose:

- A refocused ECP information awareness drive that would emphasize the importance of work contingency prevention more than the benefits for work-connected diseases or injuries.
- A redirected Industrial Clinic Project which should focus on hazard-based medical examinations of workers rather than on the usual standard physical and medical examination.
- The Work Contingency Prevention Advocacy Program designed to support and/or assist any and all initiatives by the DOLE Regional Offices and attached agencies towards work contingency prevention.

2010 – 2020

The Three E's of ECC Reform

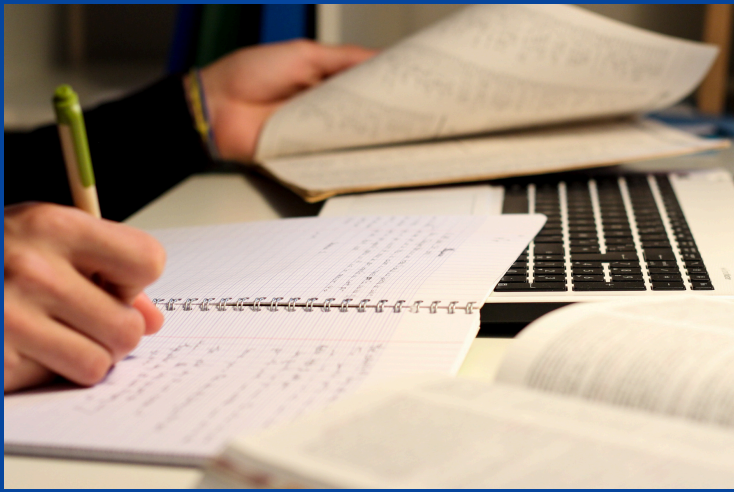
To meet the challenge of providing adequate and fair EC benefits, the ECP's platform for reform and development for EC benefits was summarized in to three key areas – Equalization, Enhancement, and Expansion of EC benefits. ECC's reach expanded further with the establishment of Regional Extension Units (REUs) in 2011 – ensuring that all workers, most significantly those Persons with Work-Related Disabilities (PWRDs), even in the most remote areas of the country, receive vital assistance. These units also play a key role in informing workers of their rights and benefits under the EC Program.



The Way Forward

On May 1, 2024, ECC unveiled the conceptual master plan for the ECC's Workers Rehabilitation Center Complex (WRCC)—the first of its kind in the country, a new era begins for workers who sustain work-related disabilities. The WRCC marks a significant leap forward in the ECC's mission, enabling the agency to directly manage rehabilitation services through its comprehensive and holistic Disability Management-Return-to-Work Assistance Program (DM RTWAP).

The WRCC is set to be built on ECC's property in Tanay, Rizal, which was acquired in the 1980s. Through this, the ECC envisions offering world-class rehabilitation services, empowering workers to regain their health, enhance their skills, and successfully return to work, marking a transformative step in the support and care for workers nationwide.



Working student receives ECC complementary kit due to work-related carpal tunnel syndrome

By Ma. Eunice Chu

The Employees' Compensation Commission (ECC) has awarded Paola Porazo a complementary kit worth ₱10,000 on October 31, 2024. This is in addition to the ₱20,000 starter kit given to her a year before.

Porazo has been working at Optimum Global Solutions in Taguig City as a medical coder for seven (7) years while continuing her studies. Due to the nature of her work, she experienced weakness, particularly in gripping objects with both hands. She also experienced swelling, numbness, burning, and pain. She was later diagnosed with carpal tunnel syndrome and was advised to undergo an operation.

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ECC joins nationwide earthquake drill. Employees' Compensation Commission (ECC) takes action during the First Quarter Nationwide Earthquake Drill on March 13, 2025, in Makati City. Practicing 'duck, cover, and hold' to strengthen preparedness for the big one.



ECC assists PWRD with recovery and new job opportunity. Employees' Compensation Commission (ECC) accompanies Denica E. Oarde-Azcueta for her free physical therapy session at East Avenue Medical Center on March 8, 2025. Azcueta was injured during a company badminton sports fest event. In addition to physical therapy, Azcueta also received benefits from the ECC, including an EC sickness benefit, ₱10,000.00 cash assistance, and an assistive device. Due to the ECC's Disability Management-Return-to-Work Assistance Program (DM-RTWAP), she was able to find a new job.

EC Program covers accidents that occur during corporate sports events, such as the one experienced by Azcueta.

Working student receives ECC complementary kit due to work-related carpal tunnel syndrome

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Porazo later learned about the Employees' Compensation Program (ECP) which provides compensation to workers with work-related injuries, illnesses, and deaths. She then filed for EC sickness claim and was granted loss of income benefits. She further applied for rehab services. ECC granted Porazo six (6) sessions of physical therapy and orthosis to help her hand.

ECC also provided Porazo ₱10,000.00 cash assistance along with livelihood assistance which is a component of Katulong at Gabay sa Manggagawang may Kapansanan (KaGabay).

After she finished the training on "How to Start a Business and Simple Bookkeeping," Porazo managed to own a small printing business with the help of ECC, receiving from the latter a starter kit amounting to ₱20,000.00 on July 6, 2023.

As part of the KaGabay Program, Lawrence Gipson, a social worker from ECC, visited Porazo a year later. Part of the program is to check the condition of its beneficiaries.

Since Porazo was able to sustain her printing business, she was awarded a complementary grant amounting to ₱10,000.00. For this reason, Porazo was able to purchase an additional printer for her business.

ECC's KaGabay Program provides a range of support and rehabilitation services to PWRDs to assist not only their physical rehabilitation but also their economic recovery.

On December 2, 2022, Juswa Pacquing, a security guard assigned in Iligan City, Lanao del Norte, was riding a tricab when another passenger attempted to assault him. To escape the attacker, he jumped from the running vehicle, resulting in injuries to his left arm and shoulder. Since the incident occurred while he was returning home from work, it was deemed work-related, making him eligible for benefits under the Employees' Compensation (EC) Program.

Pacquing received 90 days of EC sickness benefits, in addition to his SS sickness benefits. He also received monetary assistance through the EC Cash Assistance program. Through the ECC's Katulong at Gabay sa Manggagawang may Kapansanan (KaGabay) Program, he was able to avail free physical therapy at the Northern Mindanao Medical Center, one of ECC's partner hospitals, as well as transportation and meal allowances for his therapy sessions.

Unable to return to work, Pacquing started his sari-sari store business to support his family. To further enhance his entrepreneurial skills, he attended an Entrepreneurship Development Seminar in April 2023, organized by ECC Northern Mindanao and the Regional Tripartite Wages and Productivity Board – X. In July 2023, he received from the ECC a P20,000 livelihood starter kit, which he used to purchase stocks for his store.

A year later, ECC monitored the sustainability of his home-based business. Since it was still thriving, Pacquing qualified for a P10,000 EC complementary kit. It was awarded in November 2024, which he used to buy additional stocks for his store. As part of his recognition for resilience, he was also given a free store signage by ECC.

"Maraming salamat po sa ECC sa pagbibigay ng mga benepisyo lalo na ang livelihood. Malaking tulong po ito sa aking pamilya. Sana po ay marami pa kayong matulungan tulad ko. Tinuturing ko po itong isang biyaya at dalangin ko po na pagpalain pa kayo. Maraming salamat po," said Pacquing.

Work-related injuries or illnesses can significantly affect a worker's physical well-being. While no one wants to face such challenges, government programs like the EC Program offer valuable support and opportunities, for employees who are unable to return to work due to work-related contingencies.



ECC NorMin grants livelihood to former security guard in CDO

By Stella Mae Obice

The Employees' Compensation Commission (ECC) in Northern Mindanao awarded a P10,000 livelihood complementary kit and store signage to a former security guard who got injured while traveling home from work.



ECC amplifies mental health awareness

By Ma. Eunice Chu

The Employees' Compensation Commission (ECC) has recently intensified its efforts to promote mental health awareness to support the well-being of its workforce. Dubbed as **Living with Balance: Managing Stress** and prioritizing Mental Health, the session aims to address mental health challenges in the workplace, promote emotional resilience, and foster a healthier environment.

Almost 150 employees were able to attend the discussion led by Dr. Mary May M. Fernando, a registered psychologist and psychometrician. With 24 years of experience in the industry. Dr. Fernando started her discussion with a simple yet pertinent question, Kamusta ka?

As Dr. Fernando mentioned, depression has no face, hence, this simple question made the attendees think about their state of well-being.

Dr. Fernando also discussed the different symptoms of mental illness such as sleep pattern changes, fatigue, digestion changes, headaches and the like. She said that these symptoms, though common, may lead to a more serious mental health issue.

Having a healthy mind is indeed key to overall health and well-being. Dr. Fernando pointed out that seeking treatment for mental illness should be like seeking treatment to a common cold or fever.

As an active member of the American and Philippine Psychological Association, Dr. Fernando set out the #EndTheStigma campaign as many opt to ignore their mental health for reasons such as the cost of the treatment or not knowing where to go for services, concern about confidentiality, opinions of neighbors, co-workers and their community.

ECC Executive Director Atty. Kaima Via B. Velasquez, in her closing remarks, stated, "Do not feel alone and do not feel that we will not support you. We have the Administrative Division; our partners and programs being developed to fight mental illness in the workplace. If you need assistance, do not fear, get help."

Safety at Health Tips para mapanatiling malusog ang iyong Puso

1 KUMAIN NG MASUSTANSIYANG PAGKAIN

- PILIIN ANG PAGKAIN NA MABABA SA SATURATED FATS, TRANS FATS, AT CHOLESTEROL.
- DAGDAGAN ANG KONSUMO NG PRUTAS, GULAY, WHOLE GRAINS, AT LEAN PROTEIN (TULAD NG ISDA, MANOK, AT TOFU).
- IWASAN ANG SOBRANG ALAT AT ASUKAL.

2

PANATILIHIN ANG REGULAR NA EHERSIYO

- MAGLAAN NG HINDI BABABA SA 30 MINUTO NG MODERATE EXERCISE (HAL., BRISK WALKING, JOGGING, O SWIMMING) LIMANG BESES SA ISANG LINGGO.
- MAG-INCLUDE NG STRENGTH TRAINING, GAYA NG PAGBUBUHAT NG DUMBBELLS, DALAWANG BESES SA ISANG LINGGO PARA SA MAS MALAKAS NA KATAWAN.

3

PANATILIHIN ANG TAMANG TIMBANG

- OBESITY AY ISANG PANGUNAHING RISK FACTOR SA SAKIT SA PUSO. SUBAYBAYAN ANG IYONG BMI AT WAIST CIRCUMFERENCE.

4

IWASAN ANG PANINIGARILYO AT LIMITAHAN ANG ALAK

- ANG PANINIGARILYO AY NAGPAPATAAS NG RISK NG CORONARY ARTERY DISEASE.
- KUNG IINOM NG ALAK, GAWIN ITO NANG MAY MODERATION.

5

I-MANAGE ANG STRESS

- MAG-PRACTICE NG STRESS MANAGEMENT TECHNIQUES TULAD NG DEEP BREATHING, MEDITATION, AT YOGA.
- MAGLAAN NG ORAS SA PAGPAPAHINGA AT PAGTULOG NANG SAPAT (7-8 ORAS KADA GABI)



ECC hosts ECP advocacy and tripartite consultation

By Albert Bantan

In concerted effort to enhance awareness and foster collaboration among stakeholders, the Employees' Compensation Commission (ECC) spearheaded an Advocacy Seminar and Tripartite Consultation on the Employees' Compensation Program (ECP) in Cagayan De Oro, Davao and Cebu City. The event gathered representatives from the government, labor groups, employers, and other key sectors to discuss and improve the implementation of the EC Program.

In Cebu City, the event was attended by ECC's two commissioners, Atty. Allan S. Montano and Fred Marquez, representatives of employees and employers sector, respectively. This was the first time in the history of ECP Advocacy which started in 1990s, that the ECC Commissioners representing the employees and employers sector, took an active part in ECP awareness orientation. Their presence bolstered the participants' confidence that their issues and concern about the implementation of the EC Program would get immediate and positive action from the Commission.

The activity apprised participants about the salient features and benefits of the ECP, a program ensuring compensation and support for the employees who encounter work-connected injuries, illnesses, or disabilities. Discussions were mainly focused on the program coverage, benefit eligibility, claims processes, and employer obligations.

In his opening remarks, Employers' Sector Commissioner Fred Marquez underscored the importance of the EC Program in safeguarding the workers' welfare. "The EC Program is a testament to our commitment to protecting our workforce and ensuring they receive the care and assistance they deserve," he stated.



Meanwhile, Employees' Sector Commissioner Atty. Allan S. Montano, lamented the observation that despite long existence of EC Program, several workers nationwide remain unaware of it entirety. "I opted to personally witness the conduct of this advocacy seminary in order to thresh out issues that might have hampered ECC's thrust on efficient

The tripartite consultation served as a collaborative platform where stakeholders shared their experiences, raised challenges, and recommended improvements to the current EC Program framework.

ECC Deputy Executive Director Atty. Evelyn Ramos encouraged stakeholders to continue supporting the EC Program and collaborating on its enchacement.



Together, we can build a safer, fairer, and more supportive working environment for all," she said.



ECC inks partnership with psychological services provider in Laguna

By Jonah Romasanta

The Employees' Compensation Commission (ECC) had inked a partnership with Mary May Malabanan Psychological Services to extend psychological support to workers in Region IV-A who suffered from work-related injuries or illnesses.

Through said partnership, ECC aims to extend additional support to survivors of work-related contingencies by providing free mental health-related services such as psychological and psychiatric assessment, counseling, and therapy. These are on top of the EC benefits and the Katulong at Gabay sa Manggagawang may Kapansanan (KaGabay) Program services that may be granted to them such as physical therapy, assistive devices, and livelihood assistance.

"This partnership is a testament to ECC's resolve to empower persons with work-related disabilities beyond physical rehabilitation. Considering that most of our clients are susceptible to trauma and depression, we believe that giving equal importance to their mental well-being will provide a great value in opening opportunities for them to return to the economic mainstream as healthy and productive individuals," said Executive Director Kaima Via Velasquez.

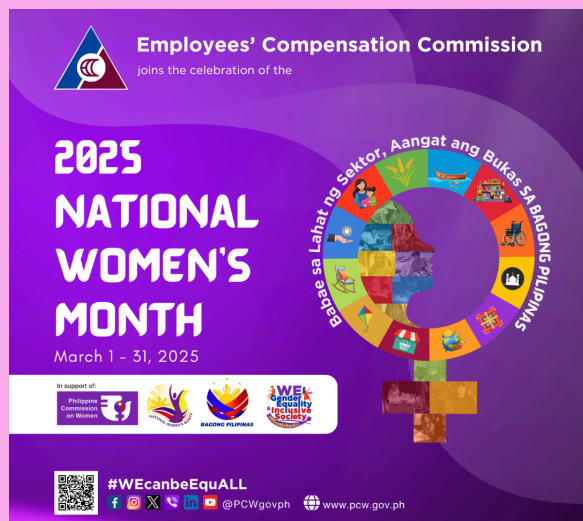
The partnership also serves to strengthen ECC's efforts in implementing its Return-to-Work Assistance Program (RTWAP) in the region. The RTWAP is an interdisciplinary approach to rehabilitation support that aims to facilitate PWRDs recovery and safe and timely return to employment.

Mental health disorders, although not listed in the ECC's list of 33 occupational and work-related diseases, may also be filed under the EC program subject to the determination of its compensability under PD 626 as amended.



ECC celebrates National Women's Month: "Kababaihan sa Lahat ng Sektor, Aangat ang Bukas sa Bagong Pilipinas"

By Jayrezze Cañedo



The Employees' Compensation Commission (ECC) joins in the celebration of the National Women's Month this March, aligning with the global observance of the International Women's Day. This year's theme, "Kababaihan sa Lahat ng Sektor, Aangat ang Bukas sa Bagong Pilipinas," emphasizes the importance of women's empowerment and the collective efforts across all sectors to create a future where gender equality flourishes.

As an institution championing equality, the ECC acknowledges the necessity of collaboration, active participation, and raising awareness among its employees and the broader community. This event will serve as a platform to recognize and promote women's rights, acknowledge their achievements, and address the challenges they continue to face across various sectors.

The ECC's National Women's Month observance will feature a series of engaging and informative events and activities designed to honor the accomplishments of women and their contributions to our nation. This initiative is open to all employees of the ECC Central Office and its regional offices.

The ECC firmly believes that empowering women is not only a moral obligation but a vital element in achieving sustainable growth and development in every sector of society. Through this year's commemoration of National Women's Month, the ECC aims to inspire and encourage all employees to continue championing equality, fostering inclusivity, and advocating for a brighter, more equitable future for all.



PWRDs receive prostheses

By Kaye Daga



“Nagapasalamat ko sa cash assistance ug sa rehabilitation service gikan sa ECC labi na sa tabang nga nasumpayan ang akong tiil (nagpapasalamat ako sa cash assistance at rehabilitation service galing sa ECC lalo na sa tulong na nadugtungan ang aking paa),” said Bernie Abarsolo, a former construction worker who met a work-related accident in Davao City.

On February 5, 2025, the Employees’ Compensation Commission (ECC) awarded four persons with work-related disabilities (PWRDs) a total of P190,000 of prostheses at the ECC-Regional Extension Unit (REU) 12 office in General Santos City.

Bernie Abarsolo experienced a right knee amputation due to an onsite accident and received a below-knee prosthesis that cost P65,000. Jungie Causing, a former soldier who suffered a right leg amputation following an explosion, received an above-knee prosthesis valued at P75,000. Vilma Morillo, a harvester who had her right ring finger amputated due to a degloving injury at work, was provided with a cosmetic silicone finger worth P25,000. Similarly, Razul Piang, a butcher who lost his left ring finger in a machine accident, also received a cosmetic silicone finger, costing P25,000.

This effort was made possible by the services provided under the Katulong at Gabay sa Manggagawang may Kapansanan (KaGabay) Program, which facilitates the integration of PWRDs into the economic mainstream through physical restoration, training for re-employment or self-entrepreneurship.

“ECC, through the KaGabay Program, remains committed to its mandate of helping beneficiaries recover from work-related contingencies. The program provides assistive devices and prostheses to our PWRDs, enabling them to regain not only their physical well-being but also their ability to contribute to the country’s economic growth and sustainability,” said Executive Director Atty. Kaima Via B. Velasquez.

The Employees’ Compensation Commission is a government corporation attached to the Department of Labor and Employment for policy formulation and program coordination. ECC is mandated to provide meaningful and appropriate compensation benefits to workers and their dependents in the event of work-related sickness, injury, disability or death.

