

ANNUAL REPORT 2024



EMPLOYEES' COMPENSATION COMMISSION

TABLE OF CONTENTS

| | |
|------------|--|
| <i>ii</i> | <i>The Employees' Compensation Commission</i> |
| <i>iii</i> | <i>Vision, Mission, Core Values, Legal Mandate</i> |
| <i>v</i> | <i>Message from the President of the Philippines</i> |
| <i>vii</i> | <i>Message from the DOLE Secretary</i> |
| <i>ix</i> | <i>Message from ECC Executive Director</i> |
| <i>1</i> | <i>Executive Summary</i> |
| <i>7</i> | <i>Trainings and Seminars</i> |
| <i>11</i> | <i>Corporate Activities</i> |
| <i>14</i> | <i>ECC News</i> |
| <i>27</i> | <i>Recognitions and Awards</i> |
| <i>30</i> | <i>Whistleblowing Policy</i> |
| <i>36</i> | <i>Annual Audit Report</i> |
| <i>37</i> | <i>ECC Governing Board</i> |
| <i>51</i> | <i>ECC Secretariat</i> |
| <i>62</i> | <i>ECC Directory</i> |

THE EMPLOYEES' COMPENSATION COMMISSION

LEGAL FRAMEWORK

The Employees' Compensation Commission (ECC) was created on November 1, 1974 by virtue of Presidential Decree No. 442 or the Labor Code of the Philippines. It, however, became fully operational with the issuance of Presidential Decree No. 626, otherwise known as the State Insurance Fund, which took effect on January 1, 1975.

The ECC is a government corporation 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.

OBJECTIVES

ECC 2024 Annual Report aims to provide comprehensive financial information about the commission's performance for the calendar year.

This report contains performance highlights, financial information, objectives and goals for future years.

Stakeholders, employers, and clients will have access to the commission's overall performance including key achievements, goals reached, awards and recognition and activities.

CONTENTS AND LIMITATIONS

This annual report covers CY 2024 of the ECC.

GUIDE TO USERS

For enhanced transparency and accountability, an electronic copy of this Report which contains the complete details of the audit observations and recommendations are published in the ECC website www.ecc.gov.ph.

VISION

By 2025, ECC is a nationally-recognized social insurance government institution committed to protect all workers through effective programs and excellent services.

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.

CORE VALUES

- We are God-loving, dedicated, and steadfast professionals and public servants;
- We stand for transparency, integrity, 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.

LEGAL MANDATE

The ECC was created on November 1, 1974 by virtue of Presidential Decree No. 442, or the Labor Code of the Philippines. It became fully operational with the issuance of Presidential Decree 626, otherwise known as Employees' Compensation and the State Insurance Fund, which took effect January 1, 1975.



MESSAGE

FERDINAND R. MARCOS JR.

THE REPUBLIC OF THE PHILIPPINES



My warmest congratulations to the **Employees' Compensation Commission (ECC)** on the presentation of your **2024 Annual Report**.

For five decades, the ECC has been a steadfast guardian of the Filipino worker, realizing our nation's determination to ensure the dignity and well-being of those who drive the country forward every day. Your unwavering dedication to service has brought to life our aspirations of a just and productive society.

Truly, the ECC's efforts reflect our shared vision of a nation where no worker is left behind. This year's achievements, such as the implementation of new initiatives and programs of rehabilitation and reintegration, are profound testaments to the power of hope, resilience, and renewal in nation-building. They remind us that our collective strength is anchored on the well-being and empowerment of every worker—an indispensable pillar of our advancement.

As we pursue the ambition of a *Bagong Pilipinas*, I urge all Filipinos to embody the values of hard work and sacrifice by building stronger communities, forging deeper connections across sectors, and creating opportunities for all. Together, we can realize a future marked by inclusivity, compassion, and a renewed commitment to the common good.

May your legacy continue to inspire. *Mabuhay ang ECC!*

FERDINAND R. MARCOS JR.

MANILA

January 2025

THE PRESIDENT OF THE PHILIPPINES







MESSAGE FROM THE SECRETARY

BIENVENIDO E. LAGUESMA

DEPARTMENT OF LABOR AND EMPLOYMENT

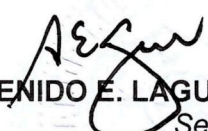
It is with immense pride and gratitude that I commend the strides we have made in improving the lives of Filipino workers as we reflect on the accomplishments of the Employees' Compensation Commission (ECC) for the year 2024. Together, we have witnessed how the ECC's dedication to its mandate has positively impacted the lives of Filipino workers, advancing our shared vision under Philippine Development Plan: Ambisyon Natin 2040—a future where every Filipino enjoys a *matatag, maginhawa, at panatag na buhay*.

This year, we celebrated a significant milestone during the 122nd Labor Day at Malacañang Palace with the unveiling of the upcoming construction of Workers Rehabilitation Center Complex (WRCC), a state-of-the-art facility that will provide world-class services to rehabilitate workers with work-related disabilities, helping them regain their physical and economic footing.

ECC has also continued to expand its Return-to-Work Program (RTWAP), an initiative highlighting collaborative approach, engaging employers and ECC case managers to guide persons with work-related disabilities (PWRDs) back into the economic mainstream.

Let me also acknowledge the unwavering dedication of our ECC team, our partners, and stakeholders. Inspired by the DOLE's 91st Anniversary theme, "*Sa Bagong Pilipinas: Serbisyong Tapat at De-Kalidad, Handog ng DOLE sa Lahat*," we are reminded that the heart of our work lies in genuine service to the Filipino people.

As we look ahead, I call on everyone here to sustain this momentum. Let us continue to innovate, collaborate, and deliver programs that uphold the dignity and well-being of every Filipino worker. With unity and shared purpose, we can achieve a future where every worker feels valued, protected, and empowered.


BIENVENIDO E. LAGUESMA
Secretary
Department of Labor and Employment







MESSAGE FROM THE EXECUTIVE DIRECTOR

ATTY. KAIMA VIA B. VELASQUEZ

EMPLOYEES' COMPENSATION COMMISSION

As we reflect on the past year, I am honored to share the achievements, milestones, and continued progress of the Employees' Compensation Commission (ECC) in advancing our mission to ensure social protection for all workers who suffered from work-related contingencies.

This year marked the unveiling of the conceptual master plan for the ECC's Workers Rehabilitation Center Complex (WRCC), designed to directly manage rehabilitation services through the comprehensive and holistic Disability Management & Return-to-Work Assistance Program (DM-RTWAP). This is a testament to our unwavering commitment to improving the lives of persons with work-related disabilities (PWRDs) and their families.

We have introduced new initiatives to ensure that employees are better protected in times of need, including the creation of the Return-To-Work-Assistance Program, the objective of which is the preservation of the worker's job notwithstanding the acquired occupational disabilities of PWRDs.

We also foster strong partnerships by collaborating with key agencies, employers, and workers' organizations. It has been instrumental in increasing our reach and impact as one of the prime social protection agencies of the country.

These achievements would not have been possible without the dedication of our employees, the support of our stakeholders, and the trust placed in us by the public.

Together, we have demonstrated that the ECC is not only a provider of benefits but also a partner in fostering a culture of safety and well-being in the workplace.

As we look ahead, we remain committed to further strengthening our programs, adapting to new challenges, and ensuring that no worker is left behind. Our focus will continue to be on innovation, inclusivity, accessibility and sustainability as we strive to make the ECC a model of excellence in social protection.

On behalf of the ECC, I extend my heartfelt gratitude to all who have contributed to our shared success. Together, let us continue building a future where every worker feels safe, valued and protected.

ATTY. KAIMA VIA B. VELASQUEZ
Executive Director
Employees' Compensation Commission



CY 2024

EXECUTIVE SUMMARY

ECC IN 2024

AMPLIFYING INITIATIVES FOR A MORE INCLUSIVE AND ADAPTIVE EC PROGRAM

In 2024, the Employees' Compensation Commission (ECC) heightened its initiatives to prioritize the rights and interests of workers within its programs, services, and advocacy, while making significant strides to produce meaningful outcomes. With the cooperation and support of diligent workers and employers, collaborative relationships with partner agencies and organizations, and robust backing from its officials and employees, the ECC consistently sought to enhance its offerings and strategically implement new initiatives to ensure high-quality public service.



Committed to serving Filipino workers, the ECC dedicated itself to upholding its promise to the public to provide competent and effective benefits and services to workers and their beneficiaries, particularly in cases of work-related contingencies. In 2024, the Commission assured the establishment of sound policies aimed at creating a more inclusive and responsive Employees' Compensation Program through the enactment of three policy issuances intended to alleviate the challenges faced by individuals with work-related contingencies and to address the evolving needs and expectations of employment.

In addition to policy development, the Commission remained steadfast in its responsibility to provide timely, sufficient, and impactful benefits to all Filipino workers experiencing work-related contingencies.

In CY 2024, the ECC guaranteed swift resolution of EC appeal cases, achieving a 99 percent case resolution rate. All cases processed were also handled within the stipulated processing time of 20 working days.

Through its implementing agencies, the ECC disbursed more than Php 2 billion in EC benefits drawn from 270,000 claims. Of this total, around Php 1.5 billion was distributed by the SSS to private sector employees, while roughly Php 500 million was paid by the GSIS to government workers.



The ECC's Katulong at Gabay sa Manggawang may Kapansanan (KaGabay) Program provided essential rehabilitation services and livelihood assistance to persons with work-related disabilities (PWRDs). Two hundred (200) PWRDs received complimentary physical and occupational therapy through partner hospitals across the country, while fifty (50) PWRDs were provided with assistive devices and prostheses, totaling around Php 3 million. Furthermore, the ECC persistently aims to empower PWRDs and help restore their dignity and self-esteem by creating pathways for them to reintegrate into the economy as productive, active members of society. About one thousand (1,000) PWRDs received training in skills development and entrepreneurial support to assist them in launching their own businesses.





The ECC also recognized the necessity for reforms that would ensure the provision of a broader range of public assistance and enhance its rehabilitation programs focused on suitable employment and the development of PWRDs' mental, vocational, and social capabilities. Over the past year, ECC continued to progress significantly in extending its rehabilitation services and support through the Return-to-Work Assistance Program (RTWAP). On May 1, 2024, PBBM unveiled the conceptual masterplan of the Workers Rehabilitation Center Complex (WRCC). The WRCC is anticipated to showcase top-tier facilities aimed at the physical restoration and rehabilitation of workers experiencing work-related disabilities.



Initiated in 2023, RTWAP is a multi-disciplinary approach to rehabilitation designed to support PWRDs in their recovery and facilitate a safe and timely return to work, thereby reducing the adverse effects of injuries by allowing them to remain productive and earn a full income. Under RTWAP, the ECC guides both workers and employers throughout a comprehensive seven-step process that includes treatment and rehabilitation, accessing EC benefits, pre-return evaluations, crafting a return-to-work strategy, implementation, monitoring, and final assessment. In 2024, the ECC institutionalized RTWAP by strengthening partnerships with workers, employers, partner agencies, and organizations to foster ongoing and collaborative development.



Over the past year, the ECC has made notable strides in delivering effective programs to workers while enhancing its services. It continued to thoroughly explore strategies that optimize its resources and create new initiatives that may open up numerous opportunities for improved results. The Commission remained persistent, making use of available platforms and intensifying its awareness campaign through dynamic partnerships.



The ECC persevered in leveraging various multimedia platforms and sought innovative ways to connect with individuals both online and face-to-face. In 2024, the ECC conducted one thousand and five hundred (1,500) seminars, engaging forty thousand (40,000) participants from twenty nine thousand (29,000) companies across the country. The Commission was proactive in raising public awareness of the ECP by engaging labor union members and company representatives in its regional ECP advocacy seminars. This initiative primarily aimed at involving labor unions and company representatives to guarantee that vital information regarding government benefits and services reaches workers, enhancing knowledge of the ECP while ensuring essential measures for occupational safety and health are implemented. Additionally, this effort provided a venue for discussion between labor unions and company representatives on important issues to improve relationships among all parties involved.

Fully dedicated to its commitment to boost public awareness of the ECP, the ECC continues to expand its outreach through appearances on television and radio at both national and local levels. The ECC and DRZH collaborated on the #ECCWorkRelated program to empower workers by offering ongoing education on their ECP rights and benefits, alongside showcasing stories of individuals with work-related disabilities who have received assistance from the ECC in the form of benefits and services. Moreover, the radio program allows the public to express their concerns to the ECC, particularly regarding workplace incidents and their rights as employees. By providing updates on the agency's activities, the program fosters a closer relationship between the agency and the general public.

The ECC initiated out-of-home advertising, which included providing signage to businesses owned by PWRDs, and podcasts. The ECC Podcast was successful in discussing themes such as the EC Program, compensable diseases and injuries, ECP benefits and services, as well as guidance on how to file an EC claim and understand the claims processing and requirements.



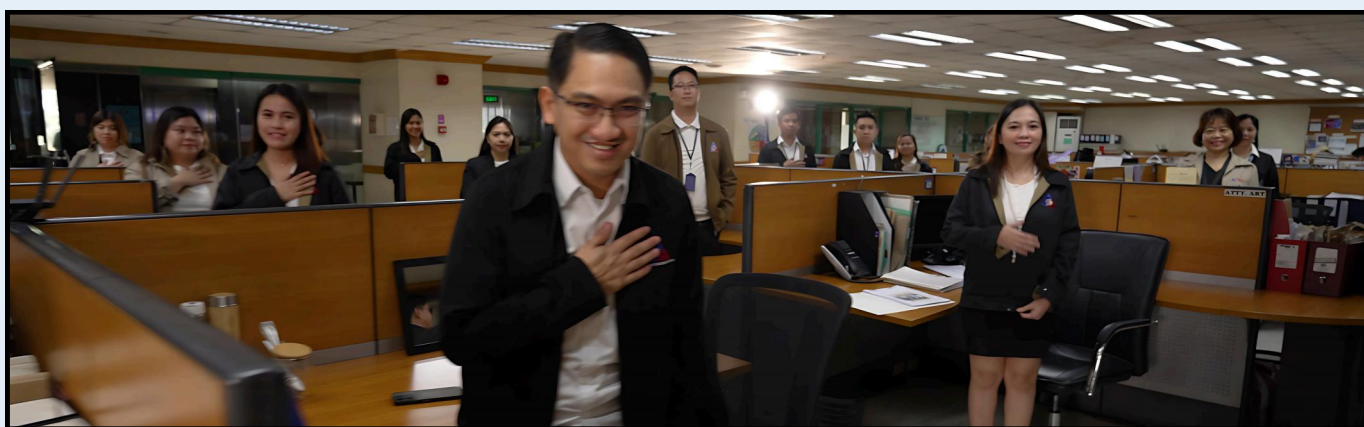
The ECC also strengthened its online presence by sharing timely and informative posts on Facebook and Viber. Currently, the official ECC Facebook page and Viber community experience a steady growth in follower numbers, reaching six hundred six thousand (606,000) followers and nine thousand seven hundred twenty-two (9,722) members, respectively. By utilizing accessible platforms such as radio and social media to enhance its efforts in disseminating information, the Commission explores every potential avenue to connect with its stakeholders to increase public awareness of the ECC and the Employees' Compensation Program, while fostering engagement and support for workers regarding their benefits and information that empowers them to be fully involved citizens of the nation.

A new communication tool powered by Artificial Intelligence (AI) has been added to the Employees' Compensation Commission's official Facebook page and website, offering real-time responses to client inquiries 24/7. ECCAI is designed to communicate in local dialects, allowing clients to start conversations in their native language. With this new feature, clients who submit their questions through ECC's key information and communication platforms, such as its Facebook page and website, will receive more immediate, direct, and detailed responses regarding the Employees' Compensation Program.



None of these achievements would have been possible without the hard work and dedication of ECC's devoted employees. Their commitment has enabled the Commission to strengthen its programs, tackle challenges, and enhance support for all the workforce. With increased efforts and dedication, the ECC has received various accolades from partners and award organizations.

Thanks to its dedicated staff, it has elevated its goals to address current needs while preparing for the future. It will continue to promote accountability and coordination, driving the ECC and all the workers towards a stable growth path, alleviating risks, overcoming obstacles, and empowering the populace for a more effective, responsive, and robust Employees' Compensation Program.



TRAININGS & SEMINARS

2024 TRAININGS AND SEMINARS

(IN-HOUSE AND EXTERNAL TRAININGS)

| TRAINING | DATE |
|---|---|
| New Employees Orientation Program | January - December 2024 |
| Comprehensive Internal Revenue Taxation | January 25, 2024 |
| Effective News Writing | January 25-26, 2024 |
| Leadership Agility | January 31, 2024 |
| Office Facilities Management | February 5, 2024 |
| Tools and Techniques for Audit Engagement | February 5-8, 2024 |
| Corporate Governance Orientation Program | February 7 & 12, 2024 |
| Anti-Red Tape (ART) Orientation | February 7, 2024 |
| GSIS Online Payment Transaction | February 8, 2024 |
| Basic Occupational Safety and Health | February 12-16, 2024 February 26 - March 1, 2024 |
| Professional Directors Program | Feb. 13-14, 20-21, 27-28, 2024 March 5-7, 2024 |
| Effective Business Communication: Speak with Confidence | February 13, 2024 |
| Leave Administration Course for Effectiveness (LACE) | February 13-14, 2024 |
| Quality Management System Awareness Based on ISO 9001:2015 Standard | February 16, 2024 May 14, 2024 September 12, 2024 December 6, 2024 |
| Enhanced Auditors Skills for Value-Added Audits | February 16, 2024 June 21, 2024 |
| DOLE Training for Internal Auditors | February 21-23, 2024 |
| Proper Handling of Book of Accounts & Other Accounting Records | February 27, 2024 |
| Designing Citizen-Centered Public Service | February 27-29, 2024 |
| Supervisory Development Course 1 | February 27-March 1, 2024 July 16-19, 2024 |
| Understanding Financial Statements | February 28, 2024 |
| Managerial Leadership | February 28-29, 2024 |
| Policies and Procedures on Appointment | February 28-29, 2024 |
| Public Procurement Specialist Certification (Intermediate Course) | March 5-8, 12-15, 19-22, 2024 November 16-22, 2024 |
| KAMAGGFI Strategic Planning | March 7-8, 2024 |
| Workshop on PODCAST and REELS | March 11-12, 2024 |

| TRAINING | DATE |
|---|--|
| Training of Trainers: How to Start a Business and Simple Bookkeeping | March 11-12, 2024 |
| GAD: Mindfulness and Wellbeing | March 13, 2024 |
| Updates on various government policies and procedures. | March 13-14, 2024 |
| Workshop on Digital Roadmap | March 17-20, 2024 |
| Management Audit | March 19-22, 2024 |
| GAD Conference | March 20, 2024 |
| ARTA Reorientation and Citizen's Charter Workshop | March 21-22, 2024 |
| 45th PCOM Annual Convention | March 21-23, 2024 |
| Operations Audit | April 11-12, 2024 |
| ISO 9001:2015 QMS Internal Auditor Training | April 16-17, 2024 |
| Public Procurement Specialist Certification | April 16-19, 23-26, 2024 |
| Online Reorientation on the Implementation of RCS 2.0 and Client Satisfaction Measurement | April 17, 2024 |
| Government Procurement Act (RA 9184) and Its Revised IRR and Updates | April 17-19, 2024 May 22-24, 2024 June 20-21, 2024 |
| 2024 1st PAGBA Seminar and Meeting | April 17-19, 2024 |
| Workforce Planning, Career Development, and Succession Management | April 17,19,23, 2024 |
| Red Cross Seminar Lecture Demo | April 24, 2024 |
| Basic Video Production | May 6-7, 2024 |
| National Asset Registry System | May 13, 2024. |
| Data Privacy Webinar Course | May 13, 2024. |
| Supervisory Development Course 2 | May 14-17, 2024 |
| Association of Regional Government Information Officers (ARGIO) Annual Training | May 15-17, 2024 |
| How to Audit the Requirements of ISO 9001:2015 Standards | May 22, 2024 |
| Audit Planning and Management | May 29-31, 2024 |
| 2024 2nd Quarter Scientific Meeting and 24th Midyear Conference | May 29-June 2, 2024 |
| Data Privacy Webinar Course | May 31, 2024 |
| Performance and Results Management | June 6-7, 2024 |

| TRAINING | DATE |
|---|---|
| Supervisory Development Course 2 and 3 | June 17-21, 2024 October 21-22, 2024 December 11-13, 2024 |
| Supervisory Development Course 3 | June 18-21, 2024 |
| Seminar on Prohibited Drugs | June 20, 2024 |
| Rules on Administrative Cases in the Civil Service | June 20-21, 2024 |
| Human Resource Management Practicioners' Congress | June 26-27, 2024 |
| Mandatory Continuing Legal Education (MCLE) | July 1, 3, 5, 8, 10, 2024 |
| Risk Assessment Using ISO 31000:2018 Framework: Seminar-Workshop | July 2-3, 2024 |
| Supervisory Development Program 3 and 4 | July 9-12, 2024 |
| Learning and Development Overview | July 19, 2024 |
| Gender and Development Plan and Budget (GBP) and Harmonized Gender and Development Guidelines (HGDG) | August 1-2, 2024 |
| Certification and Examination on Certified Disability Management Professionals Program | August 12-23, 2024 |
| Disaster Risk Reduction and Management Course for Public Sector | August 27-29, 2024 |
| Orientation and Capacity Building Activities about the DOLE Integrated Livelihood Program, GAD, and Assessment Exercise on RA 10361 (Batas Kasambahay) Implementation | September 3-6, 2024 |
| OHNAP 54th National Convention and 74th Foundation Anniversary | September 5-6, 2024 |
| Orientation on Change Management | October 9, 2024 |
| Orientation on the Implementation of Healthy Workplaces on the Public Offices | October 17-18, 2024 |
| Multi-Sectoral on the Implementation of the Tripartite Roadmap on Freedom of Association | November 5, 2024 |
| Data and Science Analytics | November 11-14, 2024 |
| Seminar on Mental Health, Stress Management, and Self-Care | November 15 and 19, 2024 |
| Capacity Building on Enhancing Trade Negotiation Skills: Integrating Labor on Trade Negotiation | November 19-20, 2024 |
| 2025 GAD Planning and Budgeting | November 27-29, 2024 |
| Office Files and Records Management | December 3, 2024 |

CORPORATE ACTIVITIES



**Ann Misa – Pasasalamat
(January 2024)**



**Visita Iglesia
(February 2024)**



**ECC's 49th Anniversary
Celebration (March 2024)**



**ECC Team Building
(March 2024)**



**Red Cross Seminar
(April 2024)**



**Nutrition Month
(July 2024)**



**Outreach Program
(August 2024)**



**Buwang ng Wika
(August 2024)**



ECC NEWS



ECC champions sustainability with tree planting in Laguna

ADVANCING ECOLOGICAL
CONSERVATION, THE
EMPLOYEES' COMPENSATION
COMMISSION (ECC) HAS
RECENTLY CONDUCTED A
TREE-PLANTING ACTIVITY IN
SINILOAN, LAGUNA.





More than 600 native trees indigenous to the Sierra Madre were planted during the event. This initiative was spearheaded by ECC Executive Director Kaima Via B. Velasquez, in line with the Department of Labor and Employment's (DOLE) "Green our DOLE Program." The program aims to promote ecological sustainability and mitigate the effects of climate change through activities such as tree planting.



Director Velasquez emphasized the importance of this annual event in fostering environmental stewardship. "Planting trees is not only a means to combat climate change but also a way to preserve the biodiversity of our country," she said. She added that the participation of ECC employees reflects the agency's dedication to creating a greener and more sustainable future for the next generations.

The tree-planting event at UP Sierra Madre Nature and Conservation Reserve, Barangay Magsaysay, Siniloan, Laguna, stands as a testament to ECC's efforts to protect the environment and inspire collective action toward a greener future.

ECC TO BREAK GROUND FOR THE PHILIPPINES' FIRST REHABILITATION CENTER FOR WORKERS



During the celebration of the 122nd Labor Day, the Employees' Compensation Commission (ECC) has unveiled at the Malacañang Palace another groundbreaking policy which aims to bolster the agency's vision in providing a more comprehensive and inclusive compensation and rehabilitation package to workers who suffer from work-related illnesses or injuries which resulted to disability.

In a board resolution issued on April 25, 2024, the ECC was directed to prepare a budget for the establishment and operation of the Workers Rehabilitation Center Complex (WRCC) in the amount not to exceed one billion pesos.

With construction poised to begin in the following months, the WRCC is envisioned to feature world-class facilities which will focus on physical restoration and rehabilitation of workers who suffered from work-connected disabilities as provided under Presidential Decree 626, as amended, the law that created the ECC and the State Insurance Fund.

It is worth mentioning at this point that, it was last year when the ECC launched its Return-to-Work Program or RTWAP to bolster its efforts in bringing persons with work-related disabilities (PWRDs) back into the economic mainstream. The RTWAP focuses on a tripartite mechanism where the employers, with the assistance and guidance of case managers from the ECC, are able to actively participate and assist PWRDs on their road to recovery.

ECC, BROKENSHERE MEDICAL CENTER INK REHAB DEAL



Davao City – A Memorandum of Agreement was entered between Brokenshire Medical Center (BMC) and the Employees' Compensation Commission (ECC) on 22 May 2024 at the Physical Rehabilitation and Medicine Center Building, BMC to provide rehabilitation services to persons with work-related disabilities (PWRDs).

DOLE XI Assistant Regional Director Jason P. Balais graced the ceremonial signing and said, when asked about the significance of this agreement for the workers in region XI, that this rehab partnership will greatly impact in the physical and economic recovery of PWRDs. "DOLE, thru ECC, has been true to its mandate to offer holistic intervention for survivors of work-connected contingencies. Hence, physical and economic rehabilitation have been the core of the programs," ARD Balais said. However, he emphasized the primordial importance of safety and health of the workers as he exhorted all establishments to adopt effective safety policies to prevent any contingencies from happening.

Ronald Manuel C. Santos, the Senior Vice President of Appleone Medical Group and the CEO of Brokenshire Medical Center, welcomed the partnership and appreciated the trust of ECC over the hospital's capacity to bring to fruition its mandate to the public. "We recognized the essence of this partnership to the workers in the region, to ECC and to our institution. This prompted us to better our medical services especially our rehab facilities so as to address all possible physical concerns of the PWRDs," Santos said.

This was the third partnership of ECC with rehab institutions in the city of Davao. Southern Philippines Medical Center (SPMC) and Mindanao Orthopedic Sports and Rehab Center (MOSARC) being the first and second, respectively.

The ECC's Katulong at Gabay sa Manggagawang may Kapansanan Program is designed to capacitate PWRDs physically and economically through its free physical or occupational therapy and grant of livelihood starter kits.

ECC NAGSAGAWA NG OUTREACH PROGRAM SA LUWALHATI NG MAYNILA HOME FOR THE AGED



Nagtungo ang Employees' Compensation Commission (ECC) noong ika-9 ng Agosto 2024, sa Lungsod ng Marikina upang magbigay ng karagdagang kagamitan at pagkain sa mga elderly ng Luwalhati ng Maynila.

Pinangunahan ni ECC Executive Director Kaima Via Velasquez, kasama ang iba pang mga empleyado ng ECC, ang pamamahagi ng packed lunch, toiletries, at iba pang mga kagamitang kinakailangan ng mga elderly sa Luwalhati ng Maynila.

Sa nasabing aktibidad, ang mga "lolos" at "lolas" ng Luwalhati ng Maynila ay ibinida ang kanilang anging talento sa pagkanta at pagsayaw. Sa kabilang banda, hindi rin nagpahuli ang mga empleyado ng ECC pagdating sa pagpapamalas ng kanilang talento. Ilan sa kanila ay naghandog ng kanta at sayaw na ikinatuwa ng mga elderly sa nasabing home for the aged.



"Hindi lang mga benepisyo at serbisyo sa mga empleyadong nagkasakit, naaksidente o namatay nang dahil sa trabaho ang ipinagkakaloob ng ECC, bagkus, misyon din ng ahensya na makapaglingkod at magbigay tulong sa mga vulnerable sector, gaya ng mga elderly, sa pamamagitan ng mga ganitong aktibidad," saad ni Director Velasquez.

"Kami ay nagpapasalamat sa oras at panahon na inilaan sa aming institusyon ng ECC. Sa kabila ng marami nilang proyekto para sa mga manggagawang Filipino ay nagkaroon pa sila ng pagkakataon na iparamdam sa amin na madaling lapitan at abot-kamay lamang ang mga ahensya ng gobyerno," turan ng isang social worker sa Luwalhati ng Maynila.

STRENGTHENING SOCIAL PROTECTION: ECP ADVOCACY SEMINAR COMES TO SULTAN KUDARAT



"It was one of the most fruitful and informative seminars I have attended this year," said one of the advocacy seminar attendees.

Fruitful and informative, indeed. The Employees' Compensation Commission (ECC) held a successful Employees' Compensation Program (ECP) Advocacy Seminar on April 3 and 4, 2024, at the Carlito's Hotel and Restaurant in Isulan, Sultan Kudarat.

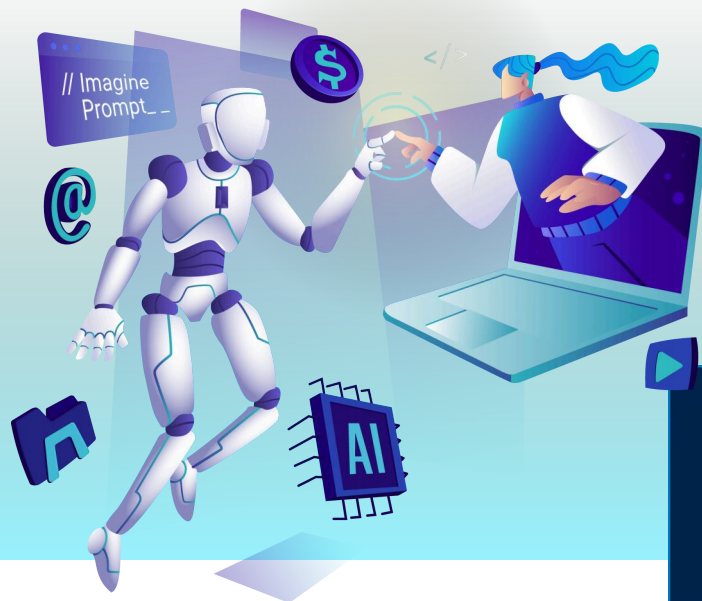
During the two-day advocacy seminar, participants were educated on ECC's mandates under PD 626 and promoted its package of benefits under the ECP to barangay officials, uniformed personnel, government sector representatives, company HRs, clinic and hospital representatives, students and administrators from technical and vocational institutions (TVIs) in Sultan Kudarat. Representatives from the Social Security System (SSS), one of ECC's administering agencies, were also present at the event. The advocacy seminar had a total of 281 participants.



The Department of Labor and Employment 12 (DOLE-12) OIC-Assistant Regional Director Fatima Quorayce Bataga warmly welcomed the participants on the second day of the seminar, which was attended by representatives from private companies and hospitals, as well as students and administrators from TVIs. She also underlined that everyone's attendance showed their commitment to the welfare of their employees.

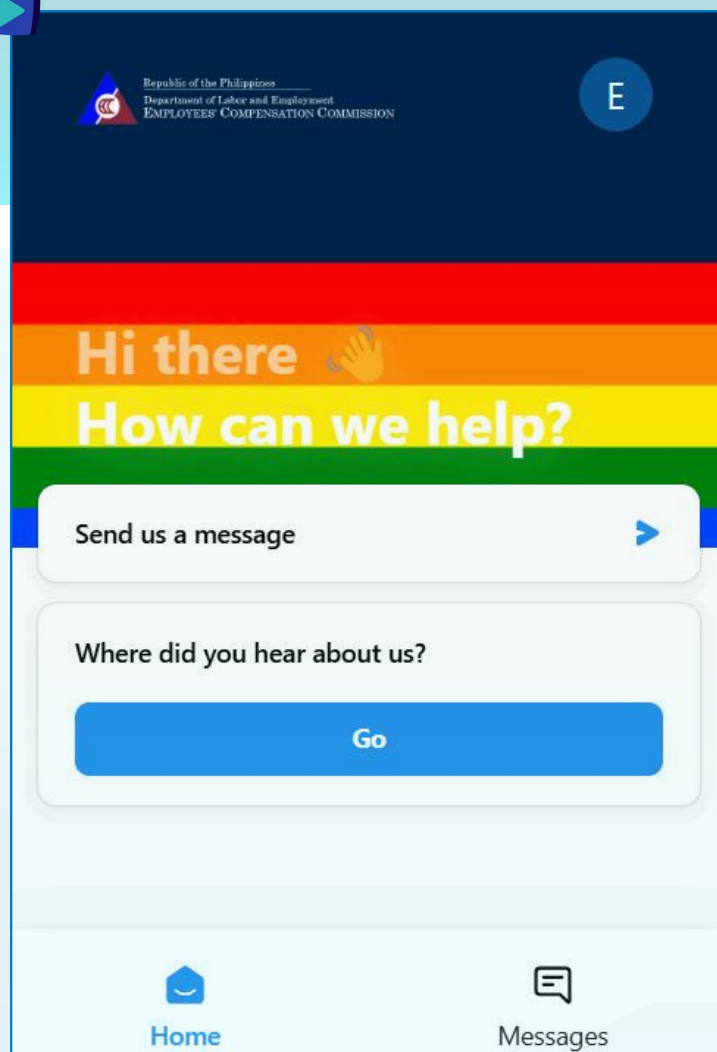
Information and Public Assistance Division Chief Ma. Cecilia E. Maulion led the ECC team in presenting an overview of ECC and detailing the benefits and services of the EC Program. Additionally, ECC Administrative Officer Exequiel K. Salcedo III introduced the Return-to-Work Assistance Program (RTWAP), which is scheduled for launch in region 12 later this year.

ECC LAUNCHES AI-POWERED CHATBOT FACILITY



A new Artificial Intelligence (AI)-powered communication facility is now integrated to the Employees' Compensation Commission's (ECC) official Facebook page and website providing real-time answers to client's queries 24/7.

EccAI, a name given to the AI-Chatbot has been on-board serving clients since August 14, 2024. With this new facility in place, all clients who course their queries through ECC's major information and communication channels such as its Facebook page and website will receive more responsive, direct, and comprehensive answers related to the Employees' Compensation Program or ECP. Since the bot is also trained to answer in local dialects, clients may also initiate conversation using their mother tongue.



Besides the AI utilized in client conversations, EccAI is also equipped with extra SMS and Email Blasting features. This means that pursuant and in compliance to the Data Privacy Act of 2012, all clients who will expressly give ECC their consent to the collection of personal information such as their mobile numbers and email addresses, among others, will receive additional information about ECC and updates on the ECP policies.

ECC AND ILS TO EXPLORE COMPENSABILITY OF WORK-RELATED MENTAL HEALTH CONDITIONS

The Employees' Compensation Commission (ECC), together with the Institute for Labor Studies (ILS), recently presented the preliminary findings regarding the compensability of mental health disorders under the Employees' Compensation Program during the forum held at Manila Hotel, One Rizal Park, Ermita, Manila.



Experts, scholars, members of the civil societies, employers' groups and government agencies were also invited to discuss the study entitled "Mental Health at Work: Exploring Compensability of Work-related Mental Health Conditions."

ECC Executive Director Kaima Via B. Velasquez, in her welcome message, emphasized the importance of mental health in the workplace as it affects how we think, feel, or act and how it shapes our relationships and ability to contribute to society. She also mentioned that despite its significance, mental health continues to be overlooked and underserved.

As to the inclusion of mental health disorders as a compensable contingency under the Employees' Compensation Program (ECP), Francheska Rose S. Castillo of the ILS, presented the ILS study and recommended the establishment of parameters or determinants of work-related mental health conditions.

The EC Program includes catering to mental health conditions of workers who suffered from posttraumatic stress disorder. That is, the worker's mental health condition was triggered by work-related sickness or disability.

ECC NAKIISA SA PAGDIRIWANG NG PANDAIGDIGANG ARAW NG KABABAIHAN

Nakiisa ang ahensya ng Employees' Compensation Commission (ECC) sa pagdiriwang ng Araw ng Kababaihan nitong Marso 8, 2024. Bilang paggunita sa nasabing selebrasyon, ang ECC ay naglunsad ng mga programa na magbibigay pahalaga sa papel ng mga kababaihan sa ating lipunan.



Sa programang “She said, he said” na inorganisa ng ECC, natalakay ang mga tungkulin at karapatan ng mga kababaihan sa makabagong pamilyang Filipino. Ilan sa mga empleyado ng ECC ay nagbahagi ng kanilang karanasan patungkol sa pantay na pagkilala sa mga gawain ng mga babae sa loob at labas ng tahanan.

Upang masuportahan ang adbokasiya ng Philippine Commission on Women (PCW), ang ECC ay naatasang maglathala at magpamahagi ng mga brochures o flyers patungkol sa mga karapatan, batas, programa, benepisyo at serbisyo ng gobyerno para sa mga kababaihan. Tinitiyak ng ECC ang patuloy at walang sawang pagsuporta sa adhikain ng PCW.

Sinisiguro din ng ECC na palaging pantay at patas ang trato at tiwalang binibigay nito sa mga kababaihan. Tinitiyak nito na nakikilala ang kanilang mga kakayahan at talino sa trabaho at sa iba’t-ibang larangan na nais nilang pasukin.



ECC, DOLE CELEBRATE BATAS KASAMBAHAY

S

everal government agencies joined forces in celebration of the 11th anniversary of the passage of Republic Act No. 10361, the law instituting the policies for the protection and welfare of the domestic workers, popularly known as Batas Kasambahay or Domestic Workers Act at the Occupational Safety and Health Center on January 18, 2024.

**MALAYO NA, PERO
MALAYO PA.**



"#ParaSaFutureNiK," has been the slogan of the event pertaining to Batas Kasambahay. As Usec. Benjo mentioned, the main purpose of the celebration is to normalize government services.

Department of Labor and Employment (DOLE) Undersecretary for Workers' Welfare and Protection Cluster and concurrent Employees' Compensation Commission (ECC) Chair-Designate Benjo Santos Benavidez said to highlight the importance of Batas Kasambahay as well as the role of each government agency in the implementation of the said act.

About 70 kasambahays were present during the event and availed of skills training such as haircutting and massage. The children of the *kasambahays* were also present during the event and were given snacks during the film showing activity and puppet show which featured the story of a mother who is always providing for her child despite the child's negative attitude towards her.

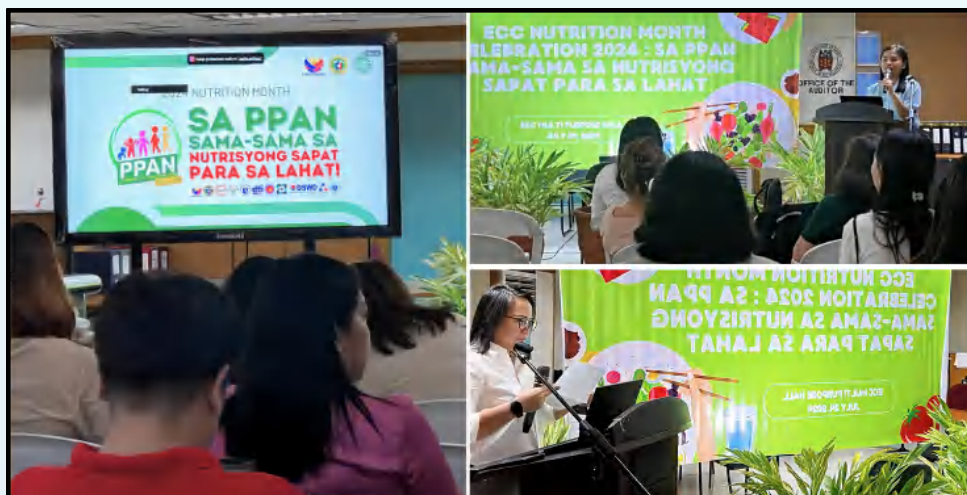
**DAPAT WALANG MAIIWAN, LALONG LALO NA
YUNG ATING MGA KASAMBAHAY. TAYONG LAHAT
AY BAHAGI NG ISANG LIPUNAN. LAHAT TAYO AY
BAHAGI NG BAGONG PILIPINAS.**

ECC GAD TRAINING ON THE GENDER AND DEVELOPMENT PLAN AND BUDGET (GPB) AND THE HARMONIZED GENDER AND DEVELOPMENT GUIDELINES (HGDG)



ECC GAD Training, highlighting the Gender and Development Plan and Budget (GPB) as well as the Harmonized Gender and Development Guidelines (HGDG) at the Novotel in Quezon City on August 1, 2024.

ECC CELEBRATES 2024 NUTRITION MONTH



ECC personnel celebrates 2024 Nutrition Month with the theme *"Sa PPAAN Sama-Sama sa Nutrisyong Sapat Para sa Lahat,"* promoting nutrition awareness at the 5th floor lobby, ECC Bldg. in Makati City and virtually participated as well by all ECC regional extension units nationwide on July 31, 2024.

ECC LIVELIHOOD TRAINING



Employees' Compensation Commission (ECC) conducts a livelihood training on *'How to Start a Business and Simple Bookkeeping'* for over 40 persons with work-related disabilities (PWRDs) at the ECC Multi-Purpose Hall. This training is part of the ECC's KaGabay Program, which supports employees with work-related disabilities.

ECP ADVOCACY SEMINAR AND CONSULTATION IN REU 10



The ECC team, led by ECC Deputy Executive Director Atty. Evelyn Ramos, ECC Commissioner Atty. Allan Montaña, and ECC-REU 10 Information Officer II Stella Obice, holds an ECP advocacy seminar and consultation for 140 private sector labor union officers from Misamis Oriental at the Mallberry Suites Business Hotel in Cagayan De Oro City on August 1, 2024.

RECOGNITION AND AWARDS



ECC Executive Director Atty. Kaima Via B. Velasquez receives a certificate from the University of the Philippines (UP) Diliman at the UP College of Fine Arts Gallery in Quezon City. This recognition was awarded in acknowledgement of ECC's invaluable support and collaboration as a partner organization during the conduct of SIBOL: Orientation for New Employees of UP Diliman, from March and August 2024 at UP Diliman, Quezon City.



1. Plaque of Recognition in recognition of ECC's efforts in Customer Service "Return-to-Work Assistance Program (RTWAP) from the ASEAN Social Security Association (ASSA) on November 26, 2024 in Malaysia.

2. Gawad Pagkilala para sa Employees' Compensation Commission (ECC) bilang pagpapahalaga sa kanilang natatanging kontribusyon at suporta sa mga inisyatiba at aktibidad mula sa Office of Transportation Cooperatives (OTC), iginawad noong ika-10 ng Disyembre 2024.

3. Certificate of Recognition from PESO Claver for active partnership and providing assistance to workers who suffered work-related contingencies in the Municipality of Claver on April 4, 2024 in Claver, Surigao del Norte.

RECOGNITION AND AWARDS



The Employees' Compensation Commission is among the partner agencies recognized by the Office of Transportation Cooperatives for its significant contributions and support in achieving OTC's objective of improving the socioeconomic status of the public utility system, transportation workers, and drivers. The plaque of recognition was awarded by Office of Transportation Cooperatives Chairman Reymundo De Guzman, Jr. during the Year-End Management and Public Transport Modernization Program Performance Review in Morong, Bataan on December 10, 2024.

4. Responsive Partnership Award from the Department of Labor and Employment - Regional Office V (DOLE-RO5) for outstanding support and partner in action, awarded on December 17, 2024 in Legazpi City.
5. Certificate of Recognition from Occupational Health Nurses Association of the Philippines (OHNAP), Inc. Southern Tagalog Chapter for introducing the Return-To-Work Assistance Program (RTWAP) to OHNAP Southern Tagalog members. Awarded on February 22, 2024.
6. Certificate of Recognition from Cagayan Economic Zone Authority for establishing a partnership in disseminating the Employees' Compensation Program (ECP), given on the 16th of April 2024 in at Sta. Ana, Cagayan.
7. Plaque of Appreciation from the Department of Labor and Employment - Cordillera Administrative Regional Office (DOLE-CAR) for the valuable partnership and collaborative efforts. Awarded on December 12, 2024 in Baguio City.

RECOGNITION AND AWARDS



8. Certificate of Recognition to ECC in grateful contribution for sharing the Return-To-Work Assistance Program from Veterans Memorial Medical Center – Department of Rehabilitation Medicine. Given on November 28, 2024 in Quezon City.
9. Plaque of Appreciation from the Department of Labor and Employment – Regional Office VII (DOLE-RO7) for the invaluable contribution to the success of the programs services. Awarded on December 16, 2024 in Cebu City.
10. Certificate of Recognition from the Roman Catholic Archdiocese of Manila for establishing a partnership in disseminating the EC Programs among its officers and employees. Given on the 28th day of July 2024 in Pandacan, Manila.
11. Certificate of Recognition from the Philippine Information Agency Region 1 for the constant support to the PIA Region 1's programs and services as regular partner for information dissemination. Awarded on October 21, 2024 in San Fernando City, La Union.
12. Certificate of Recognition from the Association of Labor-Management Councils Negros Occidental Chapter (ALMC-NOC), Inc. for outstanding contribution to strengthening labor-management cooperation and raising awareness of the Employees Compensation Program. Awarded on November 5, 2024 in Iloilo City.
13. Certificate of Recognition from SOLECO Employees Union-Associated Labor Union for unwavering support and commitment to ensuring the safety and welfare of employees and establishing a partnership in the conduct of EC Program awareness campaign. Given on the 2nd day of October 2024 in Sogod, Southern Leyte.

WHISTLEBLOWING POLICY



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>



Management
System
ISO 9001:2015
www.tuv.com
ID: 9109001839



OFFICE ORDER NO. 22 - 276
Series of 2022

ECC WHISTLEBLOWING POLICY

In the interest of the service and pursuant to **GCG Memorandum Circular No. 2016-02 dated April 22, 2016 on Revised Whistleblowing Policy for the GOCC Sector**, the following guidelines shall be implemented in the Employees' Compensation Commission (ECC).

I. Purpose and Coverage

1. This Whistleblowing policy shall serve as a tool for early detection of issues related to fraud, corruption and harassment.
2. This will enable any concerned individual to report and provide information, anonymously or even testify on matters involving the actions or omissions of the Officers and Employees of the ECC as well as its Chairman and Commissioners.

II. Reportable Conditions

Whistleblowers may report to the ECC Whistleblowing Committee such acts or omissions that are illegal, unethical, violate good governance principles, are against public policy and morals, promote unsound and unhealthy business practices, are grossly disadvantageous to the public and/or Government, such as but not limited to:

- a. Abuse of Authority;
- b. Bribery;
- c. Conflict of Interest;
- d. Destruction/Manipulation of Records;
- e. Fixing;
- f. Inefficiency;
- g. Making False Statements;
- h. Malversation;



- i. Misappropriation of Assets;
- j. Misconduct;
- k. Money Laundering;
- l. Negligence of Duty;
- m. Nepotism;
- n. Plunder;
- o. Receiving a Commission;
- p. Solicitation of Gifts;
- q. Taking Advantage of Corporate Opportunities;
- r. Undue Delay in Rendition of Service;
- s. Undue Influence;
- t. Violation of Procurement Laws;

Whistleblowers may also report such other acts or omissions that otherwise involve violations of the following laws, rules and regulations:

- a. R.A. No. 6713. "Code of Conduct and Ethical Standards for Public Officials and Employees";
- b. R.A. No. 3019, "Anti-Graft and Corrupt Practices Act";
- c. R.A. No. 7080, as amended, "The Plunder Law";
- d. Book II, Title VII, Crimes Committed by Public Officers, The Revised Penal Code;
- e. Executive Order (E.O) No. 292, s. 1987, "Administrative Code of 1987";
- f. R.A. No. 10149, the "GOCC Governance Act of 2011";
- g. GCG M.C. No. 2012-05, "Fit and Proper Rule".
- h. GCG M.C. No. 2012-06, "Ownership and Operations Manual Governing the GOCC Sector;
- i. GCG M.C. No. 2012-07, "Code of Corporate Governance for GOCCs";
- j. Violations of the Charter of the GOCC; and

- k. Other GCG Circulars and Orders, and applicable laws and regulations.

III. Whistleblowing Committee and Reporting Channels

1. All whistleblowing reports and investigation shall be handled by the ECC Administrative Complaints Committee which shall be composed of the following:

a. Composition

| DESIGNATION | RESPONSIBLE PERSONS |
|-------------|---------------------------|
| Chairperson | Deputy Executive Director |
| Members | Chief, Appeals Division |
| | Chief, Admin Division |
| | ECC – EU Representatives |
| Secretariat | Attorney III |
| | HR Staff |

b. The committee shall have the following Duties and Responsibilities:

1. Receives written report from the whistleblowers;
2. Conducts investigation of the case, submit recommendation to the Head of Office;
3. Ensures and promotes confidentiality of reports and information of the whistleblower and the person complained of;
4. Encourages safe, thorough, timely and independent investigation of the reports and the person complained of;
5. Establishes adequate enforcement and follow-up mechanisms;
6. Establishes robust and comprehensive protection for whistleblowers, securing their rights and ensuring a safe alternative to silence;
7. The committee may create an independent body (or appoint an existing one) to receive and investigate complaints of retaliation and/or improper investigation.

2. ECC Reporting Channels

- a. If the report or a complaint is against any members of the Board of Directors and ECC Officials, the whistleblowers may submit a written report addressed to the ECC Chairman of the Board:

Office of the Secretary
Department of Labor and Employment
Intramuros, Manila

- b. If the report or a complaint is against any ECC employees, the whistleblowers may submit a written report via our various easy-to-use hotline reporting tools such as:

| CHANNELS | HOTLINE REPORTING TOOLS |
|--------------|---|
| E-mail | complaints@ecc.gov.ph |
| Postage Mail | Chairperson ECC Administrative Complaints Committee Employees' Compensation Commission 4 th & 5 th Flrs., ECC Building 355 Sen. Gil Puyat Avenue Makati City |
| Fax | (632)8897-7997 |

Procedures

1. Handling and Evaluation of the Written Report

- a. The whistleblower shall submit a written report addressed to the ECC reporting channels;
- b. A proper written report shall include the following information:
 - Full name and position of the person complained of
 - Specification of charge/s
 - Statement of the relevant and material facts, including the approximate time and place of commission of act being reported
 - All supporting evidence including affidavits of witnesses, if any
 - Contact details of the whistleblower (email address, mobile number, etc.)
- c. All written reports shall be evaluated by the ECC Administrative Complaints Committee within 20 working days from receipt thereof (GCG MC No. 2019-002, s. 2019, RA 11032). This period may be extended for such time that the papers or documents required from the office/department are not submitted.
- d. In the course of the evaluation, the committee may proceed with the investigative process;
 - evidence gathering tasks to information analysis
 - theory development and validation to forming reasonable grounds to believe
- e. The result of the investigation and the recommendation of the Investigating Committee shall be submitted to the disciplining authority for approval, within fifteen (15) working days after the formal investigation

has been terminated. The disciplining authority shall render a decision within thirty (30) working days from receipt thereof.

2. Motion for Reconsideration

A motion for reconsideration of the decision may be filed by the party adversely affected thereby within fifteen (15) days from receipt of a copy thereof.

In resolving the motion for reconsideration, the disciplining authority should require the comment of the other party and within thirty (30) days from receipt of said comment, resolve the same.

3. Appeal

The party affected by the decision on the motion for reconsideration may file within fifteen (15) days from receipt of a copy thereof to the proper appellate bodies.

4. Prescriptive Period

The whistleblower may still submit a written report within one (1) year from the time the incident happened.

5. Confidentiality

- a. The ECC Administrative Complaints Committee shall ensure confidentiality of all information arising from whistleblowing written reports submitted pursuant to this Office Order. It shall treat all reports, including the identity of the whistleblower and the person/s complained of, in a confidential and sensitive manner, unless compelled by law or the Courts to be revealed, or unless the whistleblower authorized the release of his/her identity.
- b. The committee shall ensure that the identity of the whistleblower may not be disclosed without the individual's consent.
- c. The whistleblower may remain anonymous. The whistleblower can only be contacted if he/she decides to create an anonymous account. This allows the ECC Administrative Complaints Committee to contact the whistleblower if necessary, without exposing him/her to any risk of retaliation

6. Protection of a Whistleblower Against Retaliation

- a. The committee shall protect the whistleblower against retaliatory acts or any disadvantage suffered as a result of whistleblowing. Such retaliatory acts may include:
 - Discrimination or harassment in the workplace;
 - Demotion;

- Reduction in salary or benefits;
- Termination of contract;
- Evident bias in performance evaluation; or
- Any acts or threats that adversely affect the rights and interests of the whistleblower.

b. Any whistleblower who believes he or she has suffered injury to his or her rights shall be entitled to a fair hearing before an impartial forum with full rights of appeal.

7. Untrue Allegations

Whistleblowers who shall make false, fabricated or malicious allegations against ECC officials and employees shall be filed a legal action.


V. SEPARABILITY CLAUSE

If any provision of this Order is held unconstitutional or invalid, other provisions not affected thereby shall remain valid and binding.

VI. SUSTAINABILITY OF IMPLEMENTATION AND AMENDMENTS

This policy and its implementation shall be regularly reviewed and monitored and its evaluation shall be conducted on an annual basis.

Please be guided accordingly.


STELLA Z. BANAWIS
Executive Director

17 June 2022
City of Makati

For

*FINANCIAL
STATEMENT*

ECC GOVERNING BOARD



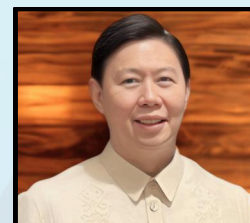
ATTY. BIENVENIDO E. LAGUESMA
Secretary
Department of Labor and Employment
Chairman



JOSE ARNULFO A. VELOSO
President and General Manager
Government Service Insurance System



ROLANDO LEDESMA MACASAET
President and CEO
Social Security System, Member



EMMANUEL R. LEDESMA JR.
President and CEO
Philippine Health Insurance Corporation, Member



FEDERICO R. MARQUEZ, JR.
Governor Employers Confederation of the Philippines
Appointive Member Representing the
Employers' Sector, Member



ATTY. KAIMA VIA B. VELASQUEZ
Executive Director
Employees' Compensation Commission, Member



ATTY. ALLAN S. MONTAÑA
President Emeritus: Federation of Free Workers
Appointive Member Representing the Employees'
Sector, Member

THE DESIGNATES



ATTY. BENJO SANTOS M. BENAVIDEZ
Chairman-Designate
Undersecretary
Department of Labor and Employment



ATTY. JASON C. TENG, CPA
Member-Alternate, GSIS
Executive Vice President, Core Business Sector
Government Service Insurance System



ELVIRA G. ALCANTARA-RESARE, CPA
Member-Alternate, SSS
Executive Vice President, Corporate Services Group
and Concurrent Acting Head (CAH),
Controllorship Group
Social Security System



DENNIS S. MAS, PhD URP
Member-Alternate, Philhealth
Senior Vice President, Management Services Sector
Philippine Health Insurance Corporation



Department of Labor and Employment (DOLE)

BIENVENIDO E. LAGUESMA

Secretary



| | |
|--------------------------------|---|
| Age: | 74 |
| Educational Attainment: | Ateneo De Manila College of Law, 1975, Bachelor of Laws Lyceum of the Philippines, 1971, AB Political Science |
| Date of Appointment: | September 22, 2022 |
| Trainings Attended: | Government Participant - various seminars under the ILO sponsored ASEAN Program on Industrial Relations and Labor Administration (APIRLAS), 1987 - 1996; Government Adviser/Delegate - to several sessions of the International Labour Conference and the Governing Body of the ILO, Geneva, Switzerland, 1990-2000; Government Representative - various national, regional and international conferences, 1981 - 2001; Seminar on Corporate Good Governance - 2005, December 2011, 2014 and October of 2015; AML Seminar in August 2015 by BAIPHIL |



Department of Labor and Employment (DOLE)

ATTY. BENJO SANTOS M. BENAVIDEZ

Undersecretary

| | |
|--------------------------------|---|
| Age: | 43 |
| Educational Attainment: | Bachelor of Arts in Political Science, Bicol University (1980) Bachelor of Laws, University of Nueva Caceres |
| Date of Appointment: | January 31, 2020 |
| Trainings Attended: | 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 |





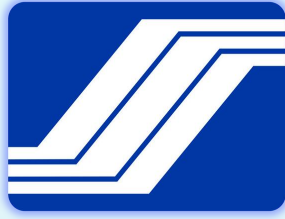
Social Security System (SSS)

ROLANDO LEDESMA MACASAET

President and Chief Executive Officer



| | |
|-------------------------|--|
| Age: | 64 |
| Educational Attainment: | Bachelor of Science in Business Economics (Cum Laude) - University of the Philippines, Master in Business Administration (Honors Program) - University of the Philippines, Executive Program in Finance at Columbia University in New York, Diploma in Management Development at Harvard Business School in Boston, Massachusetts. |
| Date of Appointment: | January 5, 2023 |
| Trainings Attended: | N/A |



Social Security System (SSS)

ELVIRA G. ALCANTARA-RESARE

Executive Vice President,
Corporate Services Group

| | |
|-------------------------|--|
| Age: | 59 |
| Educational Attainment: | Bachelor of Science in Accountancy - University of Sto. Tomas, Master in Public Administration - National College of Business and Arts, Master in Business Administration - Pamantasan ng Lungsod ng Maynila |
| Date of Appointment: | March 21, 2024 |
| Trainings Attended: | Gender and Development Learning Session: Safe Spaces Act and Other Relevant Laws (November 2024), Code of Ethical Standards for Public Officials and Employees (R.A. 6713), July 2024, Risk Management Process (July 2024), From Passion to Purpose: Tools for Authentic Leadership (April 2024) |





Government Service Insurance System (GSIS)

JOSE ARNULFO A. VELOSO

President and General Manager



| | |
|-------------------------|--|
| Age: | 58 |
| Educational Attainment: | Bachelor of Science in Commerce Major in Marketing Management, De La Salle University (1986) |
| Date of Appointment: | July 21, 2022 |
| Trainings Attended: | Asian Civil Service Pension Forum (August 2023), Year-End Board Planning Conference (December 2023), Strategic Planning Seminar Workshop (August & December 2022), Corporate Governance Orientation Program for GOCCs (September 2022) |



Government Service Insurance System (GSIS)

ATTY. JASON C. TENG, CPA

**Executive Vice President,
Core Business Sector**

| | |
|--------------------------------|--|
| Age: | 48 |
| Educational Attainment: | Bachelor of Science in Accountancy, Ateneo De Zamboanga University (1997), Bachelor of Laws, Western Mindanao State University (2005) |
| Date of Appointment: | 2024 |
| Trainings Attended: | Mandatory Continuing Professional Development (CPD) - (November 2024), Executive Session on General Harmony (October 2024), 2023 PFRS and Tax Updates Training (2023), 2022 GSIS Property & Engineering Combined Risk & Catastrophe Excess of Loss Treaty Reinsurance Seminar (Feb. 2023), Mandatory Continuing Legal Education (9th) - (Oct. 2022), Collaborative Leadership (Oct. 2022), Mandatory Continuing Legal Education (8th) (Oct. 2021), Virtual Leadership (July 2021), Agile Leadership for Executives (Oct. 2020) |





Philippine Health Insurance Corporation (PhilHealth)

EMMANUEL R. LEDESMA JR.

President and Chief Executive Officer



| | |
|--------------------------------|--|
| Age: | N/A |
| Educational Attainment: | Bachelor of Science degree in economics with concentration in management - University of the Philippines (1982 - 1987), Master of Business Administration - Major in Finance, accounting & Management strategy - Northwestern University, J.L. Kellogg Graduate School of Management (1994-1996) |
| Date of Appointment: | November 24, 2022 |
| Trainings Attended: | N/A |



Philippine Health Insurance Corporation (PhilHealth)

DENNIS S. MAS, PhD URP

**Senior Vice President,
Management Services Sector**

| | |
|--------------------------------|--|
| Age: | 49 |
| Educational Attainment: | Doctor of Philosophy, University of the Philippines (2010), Master of Arts (Urban & Regional Planning), 2007, Master of Management (Public Management), 1998, University of the Philippines, Bachelor of Arts in Philosophy (Cum Laude), 1995, University of the Philippines |
| Date of Appointment: | January 10, 2023 |
| Trainings Attended: | Mandatory Continuing Professional Development (CPD) - (November 2024), Executive Session on General Harmony (October 2024), 2023 PFRS and Tax Updates Training (2023), 2022 GSIS Property & Engineering Combined Risk & Catastrophe Excess of Loss Treaty Reinsurance Seminar (Feb. 2023), Mandatory Continuing Legal Education (9th) - (Oct. 2022), Collaborative Leadership (Oct. 2022), Mandatory Continuing Legal Education (8th) - (Oct. 2021), Virtual Leadership (July 2021), Agile Leadership for Executives (Oct. 2020) |





Federation of Free Workers (FFW)

ATTY. ALLAN S. MONTAÑO

President Emeritus
Employees' Sector Representative



| | |
|--------------------------------|---|
| Age: | 55 |
| Educational Attainment: | Bachelor of Arts - Major in Political Science, Central Philippine University (1990), Bachelor of Laws, Central Philippine University (1994) |
| Date of Appointment: | May 2024 |
| Trainings Attended: | Panel Discussant: Responsible Business, Human Rights and Decent Work in Asia - Harnessing Synergies between Human Rights and Inclusive Growth (Sept. 2023), 23rd Meeting of the Regional General Council of International Trade Union Confederation - Asia Pacific, (Aug. 2023), Strengthening Trade Union Capacity for Social Dialogue Plus ATUC Meeting (Jun. 2023), 4th ITUC World Congress (Dec. 2018), ASEAN Trade Union Council, Informal Meeting and Strengthening Trade Union Solidarity in ASEAN (Nov. 2018) |



Employers Confederation of the Philippines (ECOP)

FEDERICO R. MARQUEZ, JR.

**Governor
Employers' Sector Representative**

| | |
|--------------------------------|---|
| Age: | 73 |
| Educational Attainment: | Bachelor of Arts in Economics, Ateneo De Manila University (1972), Master of Business Administration, Ateneo De Manila University (1979) |
| Date of Appointment: | May 1, 2024 |
| Trainings Attended: | 112th International Labour Organization Convention (June 2024), 111th International Labour Organization Convention (June 2023), 108th International Labour Organization Convention (June 2019), Local & International courses, Local & International Conferences, Conventions, Symposiums attended, organized and chaired |





Occupational Safety and Health Center (OSHC)

ENG. JOSE MARIA S. BATINO

Executive Director



| | |
|-------------------------|--|
| Age: | 61 |
| Educational Attainment: | Bachelor of Science in Civil Engineering, University of the Philippines Diliman (1987), Masters of Business Administration, University of the Philippines (1994), Doctor of Public Health, UP College of Public Health |
| Date of Appointment: | February 19, 2024 |
| Trainings Attended: | Innovation and Enterprise Development Program - Senior Officials Visit Programme, Nanyang Polytechnic, Singapore (March-April 2014); 9th ASEAN Senior Labour Official Meeting (SLOM) and Related Meetings Semarang, Indonesia (May 2013) |



Employees' Compensation Commission (ECC)

ATTY. KAIMA VIA B. VELASQUEZ

Executive Director

| | |
|-------------------------|--|
| Age: | 41 |
| Educational Attainment: | Bachelor of Arts - Major in Political Science - Adamson University (2004), Bachelor of Laws - San Beda University (2008), Masters in Industrial Relations - Major in Human Resources and Development - University of the Philippines - School of Labor and Industrial Relations (2002) |
| Date of Appointment: | August 2023 |
| Trainings Attended: | ARTA Reorientation and Citizen's Charter Workshop, GAD: Mindfulness and Wellbeing, Professional Directors Program, Online Reorientation on the 2024, Implementation of RCS 2.0 and Client Satisfactory Measurement, Gender and Development Plan and Harmonized Gender and Development Guidelines, Risk Assessment Using ISO 31000:2018 Framework: Seminar Workshop, Seminar on Mental Health, Stress Management and Self-Care |





Employees' Compensation Commission (ECC)

DIANNE LILIBETH S. BAUTISTA

Board Secretary



| | |
|-------------------------|---|
| Age: | 47 |
| Educational Attainment: | Bachelor of Science in Medical Technology, University of Santo Tomas (1998), Bachelor of Laws, Arellano School of Law (2004) |
| Date of Appointment: | March 16, 2012 |
| Trainings Attended: | Planning and Delivering Public Service with Impact Seminar (October 29-30, 2018); 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) |

ECC SECRETARIAT



OFFICE OF THE EXECUTIVE DIRECTOR



OFFICE OF THE DEPUTY EXECUTIVE DIRECTOR



ADMINISTRATIVE DIVISION



FINANCE DIVISION



POLICY, PROGRAMS AND SYSTEMS MANAGEMENT DIVISION



APPEALS DIVISION



WORK CONTINGENCY PREVENTION AND REHABILITATION DIVISION



INFORMATION AND PUBLIC ASSISTANCE DIVISION



COMMISSIONERS' EXECUTIVE ASSISTANTS



REGIONAL EXTENSION UNIT INFORMATION OFFICERS



REGIONAL EXTENSION UNIT ADMINISTRATIVE OFFICERS



REGIONAL EXTENSION UNITS

DIRECTORY

REU- Cordillera Administrative Region

Address: Department of Labor and Employment,
Cabinet Hill, Baguio City
Email Address: car@ecc.gov.ph
Mobile No.: 0920 200 8485 / 0910 737 6889
Tel. No.: N/A

REU 6

Address: 4th Floor, 7J Corporate Center, Jalandoni-
Ledesma St., Iloilo City
Email Address: reu6@ecc.gov.ph
Mobile No.: 0929 540 9542 / 0948 393 1608
Tel. No.: (033) 330 0910

REU 1

Address: 2F Kenny Plaza Bldg., Quezon Ave Brgy.
Catbangan San Fernando City, La Union
Email Address: reu1@ecc.gov.ph
Mobile No.: 0932 727 0940 / 0928 172 4673
Tel. No.: 607 7096

REU 7

Address: #1 Binamira Bldg., Gorordo Avenue,
Cebu City 6000
Email Address: reu7@ecc.gov.ph
Mobile No.: 0956 226 4065
Tel. No.: (032) 266 7230

REU 2

Address: MCG Building, Zone 7, Carig Sur,
Tuguegarao City, Cagayan 3500
Email Address: eccreu2@gmail.com /
reu2@ecc.gov.ph
Mobile No.: 0997 556 4541
Tel. No.: (078) 846 9853

REU 8

Address: DOLE Compound, Trece Martires Street,
Tacloban City
Email Address: reu8@ecc.gov.ph
Mobile No.: 0920 826 6627
Tel. No.: N/A

REU 3

Address: 1st & 2nd, Pinmara Square, MacArthur
Highway, Brgy. Sindalan, City of San Fernando
Pampanga
Email Address: reu3@ecc.gov.ph /
ecc.centraluzon@gmail.com
Mobile No.: 0918 606 0903 / 0966 660 3475
Tel. No.: (045) 407 6240

REU 9

Address: GF, Cortez Bldg. Dr. Evangelista St., Sta.
Catalina, Zamboanga City 7000
Email Address: reu9@ecc.gov.ph
Mobile No.: 0966 917 5639
Tel. No.: (062) 955 1549

REU 4A

Address: GF Marcelita Building, Brgy. Real,
Calamba City, Laguna
Email Address: reu4a@ecc.gov.ph /
reucalabarzon@gmail.com
Mobile No.: 0991 176 4979
Tel. No.: (049) 521 7518

REU 10

Address: 4th Floor Trinidad Bldg., Corrales-Yacapin
Sts., Cagayan de Oro City
Email Address: reu10@ecc.gov.ph /
eccnorthernmindanao@gmail.com
Mobile No.: 0935 511 7495 / 0905 413 8075
Tel. No.: (088) 231 2041

REU 4B

Address: 2F, Confil Bldg. Sampaguita St., Brgy.
Lumangbayan, Calapan City, Oriental Mindoro
Email Address: reu4b@ecc.gov.ph /
eccmimaropa@gmail.com
Mobile No.: 0999 569 4627
Tel. No.: (043) 288 6078

REU 11

Address: Door 216-217, 2nd Floor, Pink Walters Bldg.
Quimpo Boulevard, Davao City
Email Address: reu11@ecc.gov.ph /
ecc.reuxi@gmail.com
Mobile No.: 0909 462 6632 / 0910 480 7989
Tel. No.: (082) 2336036

REU 5

Address: Unit 1D, CQ Bldg. 3 Rosal St., Imperial Court
Phase 2, Brgy. 24 Rizal, Legazpi City
Email Address: reu5@ecc.gov.ph
Mobile No.: 0910 670 6100 / 0946 740 7412
Tel. No.: (052) 742 1350

REU 12

Address: GPSS Arcade Bldg., Pres. Jose P. Laurel
Ave., Brgy. Dadiangas North, General Santos City 9500
Email Address: reu12@ecc.gov.ph /
eccregion12@gmail.com
Mobile No.: 0930 603 6190 / 0945 285 1129 /
Tel. No.: (083) 823 2334

REU 13

Address: Esperanza Fiel Garcia Bldg. (a.k.a CEBU CFI Bldg.), Ground Floor, New Road Brgy. Limaha, corner Ochoa
Avenue, Butuan City, Agusan del Norte, 8600
Email Address: reu13@ecc.gov.ph
Mobile No.: 0917 800 7238 / 0995 951 5019
Tel. No.: (085) 815 0468



Employees' Compensation Commission

4th & 5th Floors, ECC Building

355 Sen. Gil Puyat Avenue, Makati City

Email: info@ecc.gov.ph

Telephone: (02) 8-896-7837 / (02) 8-899-4251

Facebook: [@ecc.official](https://www.facebook.com/ecc.official)

Website: ecc.gov.ph



www.ecc.gov.ph



info@ecc.gov.ph



8896-7837



4th & 5th Floors, Employees'
Compensation Commission
Building, 355 Sen. Gil J. Puyat
Avenue, Makati City