



Republic of the Philippines
NATIONAL PRIVACY COMMISSION

08 June 2022

Atty. KRISTINE ROSARY E. YUZON-CHAVES

PCW Executive Director
1145 Jose P. Laurel Street,
Malacañan Palace Complex,
San Miguel, Manila 1005

Thru: Policy Development, Planning, Monitoring and Evaluation Division

Dear Director Yuzon-Chaves,

In compliance with PCW Memorandum Circular No. 2021-04: Preparation and Online Submission of Fiscal Year (FY) 2022 Gender and Development (GAD) Plans and Budgets, we respectfully submit the PCW-endorsed FY 2022 GAD Plans and Budget (GPB) of the National Privacy Commission.

We sincerely thank you for your continuous support of the Commission's GAD interventions, which are in line with our mandate to guarantee that Filipinos retain full control over their personal information in this digital era, and that their digital lives are safe and secure.

Very truly yours,

Rellosa
Basiele
Rebekah
De Leon
Digitally signed
by Rellosa Basiele
Date: 2022.06.08
ATTY. RA'SHEL REBEKAH D.L. RELLOSA-SAGUIGUIT
Chief, Legal Division and Chairperson, GADFPS-Technical Working Group

Ref No.: GAD-22-0086

NPC_DIT_LTR-V1.0, R0.0, 05 May 2021

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
1	Limited exposure to learning and continuing education to keep abreast of gender-related laws, policies, and practices, and other GAD plans, programs, projects, and activities.	Need to maximize available platforms to update the general public on the NPC gender mainstreaming initiatives	Increased awareness and knowledge of NPC internal and external clients and website visitors on gender-related laws, policies, and practices, and other GAD-related initiatives.	GASS: Development and updating of GAD-related contents and other resource materials for display/posting in the NPC GAD Corner (physical) and GAD website Section	GAD corner and website section updated and maintained.	No. of materials updated - GAD corner and website section updated quarterly No. of resource materials purchase - GAD corner updated with information materials No. of personnel who handled the development and updating of GAD-related contents, graphics design, and other resource materials, - At least four (4) personnel, comprising of two (2) under the Privacy Promotion Program and two (2) from NPC GADFPS -TWGmembers, handled the development and updating of GAD-related contents, graphics design, and other resource materials for display/posting in the NPC GAD Corner (physical) and website Section.	PS 75,240.00 MOOE 50,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat Public Information and Assistance Division



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Rellosa
Rasiele
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Date: 06/10/2022
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 CHIEF OF DIVISION AND CHAIRPERSON, NPC GADFPS TECHNICAL WORKING GROUP

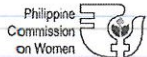
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ATTY. JOHN HENRY D. NAGA
 PRIVACY COMMISSIONER AND CHAIRPERSON, NPC GAD FOCAL POINT SYSTEM



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2	Stakeholders lack awareness on the general data privacy principles of transparency, legitimate purpose, and proportionality especially the potential risks of collecting and processing sensitive information (such as sex and gender)	Need to address the queries received by NPC from agencies and organizations both in the government and private sector re: data privacy concerns on collection of sensitive personal information particularly sex and gender and other gender issues.	Increased awareness of concerned stakeholders on the general data privacy principles of transparency, legitimate purpose, and proportionality to ensure collection of sensitive information (such as sex and gender) are not abused.	PAP: Development and issuance of advisories and advisory opinions on the general data privacy principles of transparency, legitimate purpose, and proportionality to ensure collection of sensitive information (such as sex and gender) are not abused.	Issuance of advisory opinions on the general data privacy principles of transparency, legitimate purpose, and proportionality to ensure collection of sensitive information (such as sex and gender) are not abused.	Percentage of gender-related inquiries acted upon. - 100% of gender-related inquiries acted upon. No. of personnel who are in-charged the gender-related inquiries. - At least three (3) personnel were in-charged the gender-related inquiries in the form of email communication or Advisory Opinion/s.	PS 82,905.00 MOOE 12,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat Privacy Policy Office Data Security and Technology Standards Division

ORGANIZATION-FOCUSED ACTIVITIES



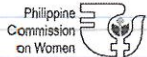
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 FOCAL POINT SYSTEM



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3	Carry out roles and responsibilities of the NPC GAD Focal Point System per MCW IRR Sec. 37C and PCW MC 2011-01	NPC GAD Focal Point System needs to ensure planned activities in the annual GAD Plan and Budget are implemented and regularly monitored.	NPC GAD Focal Point System Executive Members, Technical Working Group Members and Secretariat, and Committee on Decorum and Investigation (CODI) institutionalized and strengthened.	GASS: NPC Gender and Development Program	Conduct of GAD-related meetings of the following members: GADFPS, Technical Working Group and Secretariat, GAD Townhall Meeting and Committee on Decorum and Investigation (CODI)	Required percentage of NPC GAFPS, GADFPS-TWG, CODI, and other GAD-related meetings attended- 90-100% members attended the following meetings: 2 NPC GAFPS, 10 GAD-TWG and Secretariat and 6 CODI Number of NPC employees attended GAD townhall meetings (semi-annual and annual)- At least one hundred (100) NPC employees attended the GAD townhall meetings (semi-annual and annual)	PS 195,000.00 MOOE 170,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat



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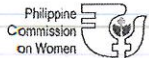
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4	Carry out roles and responsibilities of the NPC GAD Focal Point System per MCW IRR Sec. 37C and PCW MC 2011-01	NPC needs to continuously address the gender issues, concerns, and needs of its employees and stakeholders	Increased gender-responsiveness of the Commission and heightened knowledge on gender mainstreaming.	GASS: NPC Gender and Development Program	Conduct of Gender Mainstreaming and Strategic GAD Framework and Agenda 2023-2028 Workshop.	Number of Gender Mainstreaming and Strategic GAD Framework and Agenda 2023-2028 Workshop conducted. - One (1) Gender Mainstreaming and Strategic GAD Framework and Agenda 2023-2028 Workshop conducted. Number of NPC GADFPS and TWG members and GAD Focal persons trained in Gender Mainstreaming and Strategic GAD Framework and Agenda 2023-2028 Workshop conducted. - Twenty (20) NPC GADFPS and TWG members and GAD Focal persons trained in Gender Mainstreaming and Strategic GAD Framework and Agenda 2023-2028 Workshop conducted.	PS 112,527.00 MOOE 80,000.00 Honorarium 30,000.00	GAA GAA GAA	NPC GAD Focal Point System Members and Secretariat



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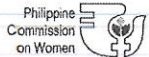
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5	Compliance with MCW IRR Section 37 D to develop and maintain GAD database	There is not established monitoring and evaluation system for gender and development.	Monitoring and Evaluation System for GAD PAPs installed and heightened awareness of end users and or program implementers on M	GASS: NPC Gender and Development Program	Orientation on Establishment of a Monitoring and Evaluation (M&E) System for GAD.	Number of NPC employees and program implementers oriented on the establishment of a monitoring system for GAD - Thirty (30) NPC employees and program implementers oriented on the establishment of a monitoring system for GAD	PS 76,132.00 MOOE - Meals 80,000.00 MOOE - Honorarium 30,000.00	GAA GAA GAA	NPC GAD Focal Point System Members and Secretariat



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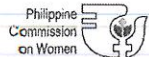
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6	Compliance with Magna Carta of Women IRR Section 37-A on the formulation of annual GAD Plan and Budget and Low level of knowledge on the conduct of Gender Analysis (GA) and use of GAD tools such as the Gender Mainstreaming Evaluation Framework (GMEF) and Harmonized Guidelines (HG DG) to identify gender issues and further mainstream GAD perspectives in NPC systems and processes	There is a need of NPC GADFPS Members, Secretariat, and Program Implementers to enhance their capacities on gender based analysis and use of GAD tools	Enhanced knowledge of NPC GADFPS Members, Secretariat, and Program Implementers on how to conduct gender analysis using GAD tools in identifying gender issues	GASS: NPC Gender and Development Program	Conduct of FY 2023 GAD Plans and Budget Workshop cum Team Building for Program Implementers	Number of FY 2023 GAD Plans and Budget Workshop cum Team Building for Program Implementers conducted -One (1) FY 2023 GAD Plans and Budget Workshop cum Team Building for Program Implementers conducted. Number of NPC officials, GAD Program Implementers, and employees attended the FY 2023 GAD Plans and Budget Workshop cum Team Building for Program Implementers - Seventy-five (75) NPC officials, GAD Program Implementers, and employees attended the FY 2023 GAD Plans and Budget Workshop cum Team Building for Program Implementers	PS 112,527.00 MOOE 1,040,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat



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7	In conformance to the Privacy Commission Order 114 s. 2020 on the Use of Gender Sensitive Language in All Official Documents, Communications, and Issuance of the National Privacy Commission	Insufficient opportunities of NPC GAD FPS, GAD-TWG, Programs Implementers, and New Employees on GAD-related trainings/seminars to strengthen the use of gender sensitive language in all official documents, communications, and issuances	Strengthened GAD appreciation and capacities of NPC GAD FPS, GAD-TWG, programs implementers, and new Employees on the use of gender sensitive language in all official documents, communications, and issuances.	GASS: NPC Gender and Development Program	Conduct of training on Gender Sensitive Policies and the Use of Gender Fair Language in Written Outputs	Number of employees trained in Gender Sensitive Policies and the Use of Gender Fair language in Written Outputs - Thirty (30) employees trained in Gender Sensitive Policies and the Use of Gender Fair language in Written Outputs	PS 76,132.00 MOOE 120,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat Privacy Policy Office - Policy Review Division and Policy Development Division
8	Proclamation No. 227 mandates the observance of National Womens Month (NWM) with the appropriate ceremonies and activities wherein the NPC continuously support the NWM and heighten of NPC employees awareness on gender equality, women empowerment, and respect for human rights of women	Need to maximize opportunities for networking with other GAD advocates and updating of emerging women's empowerment and gender equality issues, concerns, and commitments	Increased level of gender mainstreaming on gender equality, women empowerment, and respect for human rights and active participation of gender and development policies of the national and international bodies	GASS: NPC Gender and Development Program	Participation of NPC employees to GAD-related events and webinars organized by PCW, DICT, and other relevant agencies	Number of NPC employees actively participated in GAD-related activities organized by PCW, DICT, and other relevant organizations - Five (5) NPC employees actively participated in GAD-related activities organized by PCW, DICT, and other relevant organizations	PS 6,000.00 MOOE 10,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat



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9	Proclamation No. 227 mandates the observance of National Womens Month (NWM) with the appropriate ceremonies and activities wherein the NPC continuously support the NWM and heighten of NPC employees awareness on gender equality, women empowerment, and respect for human rights of women	There is a need of continuous support on the Observance of the National and International Women's Month and strengthen gender mainstreaming in the Commission and other local and international conventions on gender equality, women empowerment, respect for human rights, and Sustainable Development Goals.	Increased level of gender mainstreaming on gender equality, women empowerment, and respect for human rights and active participation of gender and development policies of the national and international bodies	GASS: NPC Gender and Development Program	Identify, conduct, and participate in GAD-related projects and activities that promote gender equality, women empowerment, and human rights in accordance with the theme of the National and International Women's Month celebrations.	Number of NPC employees actively participated in GAD-related activitiesObservance of FY 2022 Women's Day/Month Celebration - At least one-hundred (100) NPC employees actively participated in GAD-related activitiesObservance of FY 2022 Women's Day/Month Celebration Number of Women's Month related activities conducted - Four (4)Women's Month related activities conducted	PS 448,528.00 MOOE 605,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat



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 AND CHAIRPERSON, NPC GAD
 FOCAL POINT SYSTEM



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10	Observance of the 18-Day Campaign to End Violence Against Women and Children (VAWC) pursuant to Republic Act 10398 or an Act Declaring November Twenty-five of Every Year as "National Consciousness Day for the Elimination of Violence Against Women and Children"	NPC employees need to understand the full impact of violence to women and children's lives.	Increased understanding and knowledge on gender equality violence against women and children, including other related laws in the Observance of the 18-Day Campaign to End VAWC.	GASS: NPC Gender and Development Program	Conduct of NPC-organized activities in the Observance of the 18-Day Campaign to End VAWC.	Number of NPC employees actively participated in NPC-organized activities in the Observance of the 18-Day Campaign to End VAWC. - At least one hundred (100) of NPC employees actively participated in NPC-organized activities in the Observance of the 18-Day Campaign to End VAWC No. of employees attended in Self Defense Training - Workshop - Twenty (20) employees attended in Self Defense Training - Workshop No. of NPC-organized activities in the Observance of the 18-Day Campaign to End VAWC conducted - Four (4) of NPC-organized activities in the Observance of the 18-Day Campaign to End VAWC conducted	PS 448,558.00 MOOE 765,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat Legal Division



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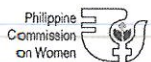
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 o=PCW

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11	Observance of the 18-Day Campaign to End Violence Against Women and Children (VAWC) pursuant to Republic Act 10398 or an Act Declaring November Twenty-five of Every Year as "National Consciousness Day for the Elimination of Violence Against Women and Children"	NPC Employees need to understand the full impact of violence to women and children's lives	Increased awareness and understanding of NPC employees on human rights on the prevention and management of harassment and other forms of domestic/work related abuses / violence against women and children	GASS: NPC Gender and Development Program	Participation of NPC employees in GAD-related activities organized by PCW, DICT, and other organizations in the Observance of the 18-Day Campaign to End VAWC.	Number of NPC Employees actively participated in activities organized by PCW, DICT, and other organizations in the Observance of the 18-Day Campaign to End VAWC. - Five (5) NPC Employees actively participated in activities organized by PCW, DICT, and other organizations in the Observance of the 18-Day Campaign to End VAWC.	PS 7,542.00 MOOE 7,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat
12	In Observance of Breast Awareness Month	NPC employees need to understand the importance to be informed on breast cancer and to practice regular self-breast examination, seek early consultation or teleconsultation if necessary, as DOH emphasizes the importance of early detection and treatment of breast cancer among women	Increased understanding and knowledge on breast cancer and to practice regular self-breast examination, seek early consultation or teleconsultation if necessary, as DOH emphasizes the importance of early detection and treatment of breast cancer among women	GASS: NPC Gender and Development Program	Orientation on Common Reproductive Health Concerns for Women/ Threats to Womens Health	Percentage of employees oriented- 60% of employees oriented No. of activities conducted - Two (2) activities conducted	PS 112,132.00 MOOE 120,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat



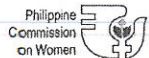
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13	Lack of mechanisms to monitor and implement GAD Programs, Activities, and Projects (PAPs)	There is a need for technical support in the documentation of GAD-related activities and formulation of annual GAD Plans and Budget, GAD Accomplishment Report, GAD 6-Year Agenda, and GAD Mainstreaming in policy advocacy, and programs, projects, and activities attributable to GAD Budget.	NPC GADFPS Executive Members, GAD Technical Working Group and GAD Secretariat strengthened and functional.	GASS: NPC Gender and Development Program PAP: NPC Banner Programs	Hiring of two (2) GAD staff, composed of one COS staff and one GAD Technical Consultant to assist NPC GAD FPS in GAD-related programs and to perform continuous monitoring and implementation of GAD PAPs.	Number of GAD Technical Consultant and contract of service staff hired - One (1)GAD Technical Consultant and one (1) contract of service staff hired Number of NPC GADFPS - TWG members actively facilitated the implementation of GAD-attributed programs and preparation and monitoring of GAD plans and reports- Six (6)NPC GADFPS - TWG members actively facilitated the implementation of GAD-attributed programs and preparation and monitoring of GAD plans and reports.	PS 120,000.00 GAD Technical Consultant 240,000.00 Administrative Assistant III 268,488.00	GAA GAA GAA	NPC GAD Focal Point System Members and Secretariat
ATTRIBUTED PROGRAM									



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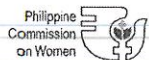
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14					Complaints Handling and Investigation Program - HGDG Score of 6.93 or 34.65% of Php 30,668,000		10,626,462.00	GAA	Legal Enforcement Office Complaints and Investigation Division Legal Division Enforcement Division
15					Enhanced Data Privacy Compliance and Monitoring Program -- HGDG Score of 9.11 or 45.55% of Php 7,173,152.00		GAD-Attributed Program 3,267,371.00	GAA	Compliance and Monitoring Division Data Security and Compliance Office
16					Enhanced Phil-DPO ACE Training and Certification Program -- HGDG Total Score of 8.59 or 42.95% of Php 1,898,617.20		GAD-Attributed Program 815,456.00	GAA	Office of the Privacy Commissioner



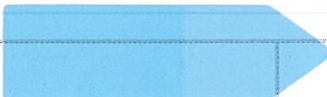
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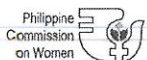
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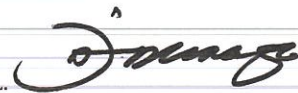
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17					Privacy Promotion Program -- HGDC Total Score of 11.82 or 59.1% of Php 7,316,763.00		GAD-Attributed Program 4,324,207.00	GAA	Public Information and Assistance Division (PIAD) Office of the Executive Director
SUB-TOTAL							24,534,207.00	GAA	
TOTAL GAD BUDGET							24,534,207.00		

Prepared By:	Approved By:	Date
Rellosa Rasiele Rebekah De Leon Digitally signed by Rellosa Rasiele Rebekah De Leon Date: 2022.06.08 09:48:16 +08'00'	Atty. JOHN HENRY D. NAGA 	
Atty. RASIELE REBEKAH D.L. RELLOSA-SAGUITGUIT Chief, Legal Division and Chairperson, NPC GADFPS Technical Working Group	Privacy Commissioner and Chairperson, NPC GAD Focal Point System	06/01/2022



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS

Rellosa Rasiele Rebekah De Leon
 Digitally signed by Rellosa Rasiele Rebekah De Leon
 Date: 2022.06.08 09:48:16 +08'00'
 ATTY. RASIELE REBEKAH D.L. RELLOSA-SAGUITGUIT
 CHIEF, LEGAL DIVISION AND CHAIRPERSON, NPC GADFPS TECHNICAL WORKING GROUP


 ATTY. JOHN HENRY D. NAGA
 PRIVACY COMMISSIONER AND CHAIRPERSON, NPC GAD FOCAL POINT SYSTEM



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