

## 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

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ATLY RAS BEEREBEKAH D.L. RELLOSA-SAGUIGUIT

Chief Legal Denesion and Chairperson, GADFPS-Technical Working Group De Leon

Ref No.: GAD-22-0086

NPC\_DIT\_LTR-V1.0, R0.0, 05 May 2021

## ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET FY 2022

Sequence No.: 2022-013680				
Organization: National Privacy Commission	оневы и постоя и меньми поснява объекта почет обестать эмене не изменения в истологовать и постоя в по	SECON SECURIOR CONTRACTOR PROPERTY CONTRACTOR PROPERTY AND AN		Organization Category: National Government, Attached Agency
Organization Hierarchy: Department of Information a	nd Communications Technology, N	lational Privacy Commissio	n	
Total Budget/GAA of Organization:	228,556,000.00			
Total GAD Budget	24,534,207.00	Primary Sources	24,534,207.00	
	Necessia de la constanta de la	Other Sources	0.00	
% of GAD Allocation:	10.73%			

	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
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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 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 comer 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	PS 75,240.00 MOOE 50,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat  Public Information and Assistance Division
						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			
unit production of the second					Targeton contracts appearance app	materials for display/posting in the NPC GAD Corner			100 Miles
					de porte a responsa de la responsación de la respon	(physical) and website Section.			

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CHAIRPERSON, NPC GADFPS
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PRIVACY COMMISSIONER
AND CHAIRPERSON, NPC GAD
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	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
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<u>&gt;</u>	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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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	PS 195,000,00 MOOE 170,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat
						employees attended the GAD townhall meetings (semi-annual and annual)			

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arry out roles and sponsibilities of the PC GAD Focal Point ystem per MCW IRR ec. 37C and PCW C 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.	PS 112,527.00 MOOE 80,000.00 Honorarium 30,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat
					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			
						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	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	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

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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	NPC GAD Focal Point System Members and Secretariat

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CHAIRPERSON, NPC GADFPS AND CHAIRPERSON, NPC GAD TECHNICAL WORKING FOCAL POINT SYSTEM









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	1	2	3	4	5	6	7	8	9	
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 (HGDG) to identify gender issues and further mainstream GAD	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 knowledgeof 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 Workshoe cum Team Building for Program Implementers	Number ofFY 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 employeesattended the FY 2023 GAD Plans and Budget Workshop cum Team Building for Program Implementers - Seventy-five	PS 112,527.00 MOOE 1,040,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat	THE RESERVE OF THE PROPERTY OF
	perspectives in NPC systems and processes					(75) NPC officials, GAD Program Implementers, and employees attended the FY 2023 GAD Plans and Budget Workshop cum Team Building for Program Implementers				Accountational accountation from the Materials Activities a very colorable may

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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	Need to maximize opportunities for	Increased level of gender mainstreaming on gender	GASS: NPC Gender and Development	Participation of NPC employees to	Number of NPC employees actively participated in	PS 6,000.00	GAA	NPC GAD Focal Point System
	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	networking with other GAD advocates and updating of emerging women's empowerment and gender equality issues, concerns, and commitments	equality, women empowerment, and respect for human rights and active participation of gender and development policies of the national and international bodies	Program	GAD-related events and webinars organized by PCW, DICT, and other relevant agencies	GAD-related activities organized by PCW, DICT, and other relevant actively organizations - Five (5) NPC employees actively participated in GAD-related activities organized by PCW, DICT, and other relevant actively organizations	MOOE 10,000.00	GAA	Members and Secretariat
	on gender equality, women empowerment, and respect for human rights of women			Vertical (Vertical Control Con			TO CONTROL OF THE CON		Managardini militari kanagari

Philippine Commission on Women

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	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
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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,	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	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	Number ofNPC 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	PS 448,528.00 MOOE 605,000.00	GAA GAA	NPC GAD Focal Point System Members and Secretariat
	women empowerment, and respect for human rights of women	for human rights, and Sustainable Development Goals.			celebrations.	Number of Women's Month related activities conducted - Four (4)Women's Month related activities conducted			

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		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
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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	PS 448,558.00 MOOE 765,000.00	GAA	NPC GAD Focal Point System Members and Secretariat Legal Division
							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 -			
				THE CASE OF THE CA			Four (4) of NPC-organized activities in the Observance of the 18-Day Campaign to End VAWC conducted			



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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	NPC employees need	Increased understanding	GASS: NPC Gender	Orientationon	Percentage of employees	PS	GAA	NPC GAD Focal
	Breast Awareness Month	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	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	and Development Program	Common Reproductive Health Concerns for Women/ Threats to Womens Health	oriented- 60% of employees oriented  No. of activities conducted - Two (2) activities conducted	MOOE 120,000.00	GAA	Point System Members and Secretariat
Anna service de la constante d	HALL DE STATE OF THE STATE OF T	importance of early detection and treatment of breast cancer among women	women		Total Control		Secretarion (Secretarion Secretarion Secre		Of mortal through and Miles and Mile

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**************************************	1	2	3	4	5	6	7	8	9
13	Lack of mechanisms to monitor and implement GAD Programs, Activities, and Projects (PAPs)	There is a need for technical supportin the documentation of GAD-related activities andformulation 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 preparation and monitoring of GAD plans 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	NPC GAD Focal Point System Members and Secretariat

ATTRIBUTED PROGRAM

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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		GAD-Attributed Program 3,267,371.00	GAA	Compliance and Monitoring Division
					HGDG Score of 9.11 or 45.55% of Php 7,173,152.00				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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CHAIRPERSON, NPC GADFPS AND CHAIRPERSON, NPC GAD

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	1	2	3	4	5	6	7	8	9
17					Privacy Promotion Program HGDG 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	
					antian kengkanganan Japana Kangarah (c. pp. Salah A.) dajih telah ke terbi	TOTAL GAD BUDGET	24,534,207.00	The state of the s	

Prepared By:  Rellosa Digitally signed	Approved By:	Date
by Rellosa Rasiele Rasiele Rebekah Rebekah De Leon		71011111111111111111111111111111111111
Atty. RASIELE REPERMAND. 10 10 10 10 10 10 10 10 10 10 10 10 10	Atty. JOHN HENRY D. NAGA	TO VE ANCIDE.
Chief, Legal Division and Chairperson, NPC GADFPS Technical Working Group	Privacy Commissioner and Chairperson, NPC GAD Focal Point System	06/01/2022

TECHNICAL WORKING

GROUP

Rellosa Digitally signed
Rasiele Reside Rebekah
ATTY, RASERAH DILLARITY, RASERAH DILLARIT ATTY. JOHN HENRY D. NAGA CHAIRPERSON, NPC GADFPS AND CHAIRPERSON, NPC GAD FOCAL POINT SYSTEM



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