



**ANNUAL  
REPORT**

# OVERVIEW

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# About NPC

## MANDATE

The National Privacy Commission (NPC) is an independent body mandated to administer and implement the Data Privacy Act of 2012, and to monitor and ensure compliance of the country with international standards for personal data protection.

## VISION

A world-class regulatory and enforcement agency upholding the right to privacy and data protection while ensuring the free flow of information, committed to excellence, driven by a workforce that is highly competent, future-oriented and ethical, toward a competitive, knowledge-based and innovative nation.

## MISSION

We shall continuously deliver services to:

- (1) Be the authority on data privacy and protection, providing knowledge, know-how and relevant technology.
- (2) Establish a regulatory environment that ensures accountability in the processing of personal data and promotes global standards for data privacy and protection.
- (3) Build a culture of privacy, through people empowerment, that enables and upholds the right to privacy and supports free flow of information.



# Commissioner's Report

The momentum we generated over the years resulted in a steady rise of awareness, both in the public and the private sector, on the importance of establishing a data-resilient environment. This 2019, we focused on our role as an enabler to further promote the culture of privacy not only in the Philippines, but also overseas.

Throughout the year, the NPC conducted various Data Privacy Awareness Campaigns to increase public knowledge about data privacy and protection. Among our successful campaigns were the 2<sup>nd</sup> Privacy Awareness Week which was attended by more than 2000 data protection officers (DPOs), and the 52<sup>nd</sup> Asia Pacific Privacy Authorities (APPA) Forum which was attended by more than 400 participants from different jurisdictions within the Asia Pacific Region.

We also conducted targeted training activities for DPOs, such as the DPO Accountability, Compliance and Ethics Training and Certification Program (ACE), which was designed to increase their competency and expertise. Moreover, their training was augmented by the launch of our DPO Journal, a quarterly newsletter, as well as of our Privacy Wall, an online forum that allowed more than 500 registered DPOs to connect, raise concerns, share best practices and assist each other.

In addition to the foregoing information drives, NPC addressed highly technical and complex privacy-related matters by issuing Advisory Opinions. These advisories elaborated key concepts and interpretations of data privacy rights, not only to provide guidance, but also to enrich the public's understanding about the legal intricacies of data privacy in the Philippines. More importantly, we issued these advisories to serve as reference for private entities, public agencies and even Congress in policy-formulation and future legislative enactments.

Toward the end of the year, the Philippines formally joined members of the Asia Pacific Economic Cooperation (APEC) Cross-Border Privacy Rules (CBPR). Through this membership, the NPC opened trading opportunities within the Asia Pacific region through open, but secured, data-flow when transacting with member economies.

In all humility, I believe that all these achievements were made possible because of my dedicated and committed team. Through our persistent efforts, we were able to take baby steps into breathing life to the Data Privacy Act.

Among all these feats, I could say that the greatest reflection of our success was the growth of people who turned to the NPC for their privacy-related concerns. As further detailed in our 2019 Annual Report, we received more than 64,000 queries from ordinary Filipinos in all of our communication channels. Even more remarkable was the sudden influx of complaints that the NPC received, which was 870% more than the previous year.

These staggering numbers are proof of privacy permeating into the lives of ordinary Filipinos. These serve as testament to the growing trust of our citizenry in our ability to protect and uphold their right to privacy. We were able to fortify the foundations of data protection and security in the Philippines, and I am confident that this will be invaluable as we tackle the challenges that 2020 may bring.

**Raymund Enriquez Liboro**  
Privacy Commissioner



# Highlights of Accomplishments

The National Privacy Commission reports its 2019 highlights of accomplishments with strategic interventions that are aligned with its vision, missions and mandate, and consistent with and geared toward achieving the goals of the Philippine Development Plan 2017-2022 on reducing inequality by expanding and increasing access to economic opportunities (“Pagbabago”); increasing potential growth by promoting technology adoption and stimulating innovation (“Kaunlaran”); and enhancing the social fabric by good governance and swift and fair administration of justice (“Malasakit”).



# NPC Strategic Programs

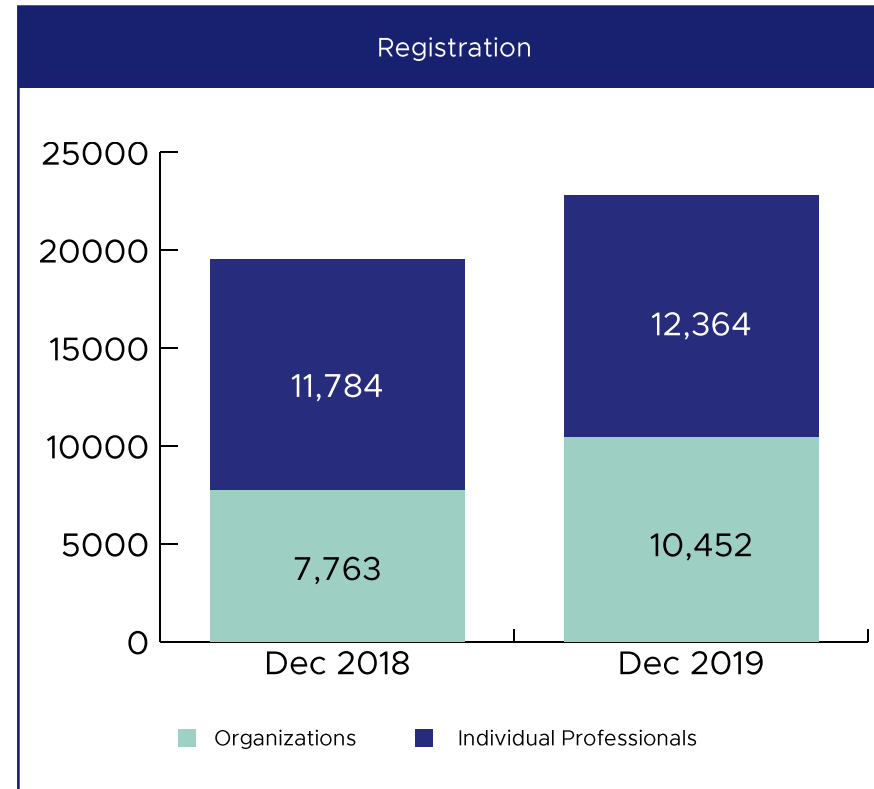
A

## DATA SUBJECTS AND PRIVACY RIGHTS PROTECTION PROGRAM

Serving as one of its three strategic programs, the NPC is fully committed to strengthening its compliance and monitoring functions, complaints handling and investigation, adjudication, as well as policy and standards development to uphold data privacy rights. Likewise, it maintains close coordination with government regulatory agencies and data privacy regulators in other countries to develop standards for data protection and facilitate cross-border enforcement of privacy and data protection laws.

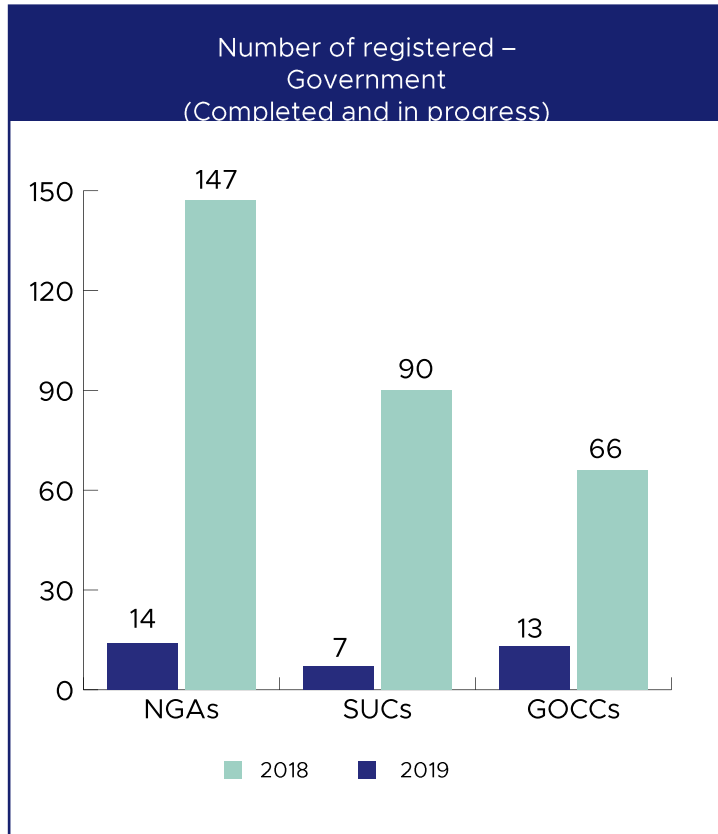
## Compliance and Monitoring

The NPC, through its Compliance and Monitoring Division, started implementing the Enhanced Compliance and Monitoring Program in 2019 to further ensure and monitor the compliance of personal information controllers (PICs) and processors (PIPs) with the Data Privacy Act (DPA). This meant intensified efforts in carrying out five major initiatives—registration, compliance checks, handling data breach notifications, compliance advocacy and compliance assistance. Efforts were also directed toward the government sector, considering its role as one of the biggest repositories of personal data in the country and its drive toward a data-driven digital future.



The number of registered PICs and PIPs increased by 14 percent. From 19,547 in December 2018, the number of registered PICs and PIPs rose to 22,816 during the same period in 2019. Of the total, 54 percent were individual professionals while 46 percent were organizations.

DATA SUBJECTS AND PRIVACY RIGHTS  
PROTECTION PROGRAM  
Compliance and Monitoring



Among those registered were 303 from the government (138 completed, 165 in progress). This represents about 62.8 percent of national government agencies (NGA)s, state universities and colleges (SUCs) and government-owned-and-controlled corporations (GOCCs) that should be registered with the NPC, a notable increase from only 34 government agencies registered in 2018. The increase happened after the NPC sent out letters formally informing the agencies of their obligation to register with the Commission.

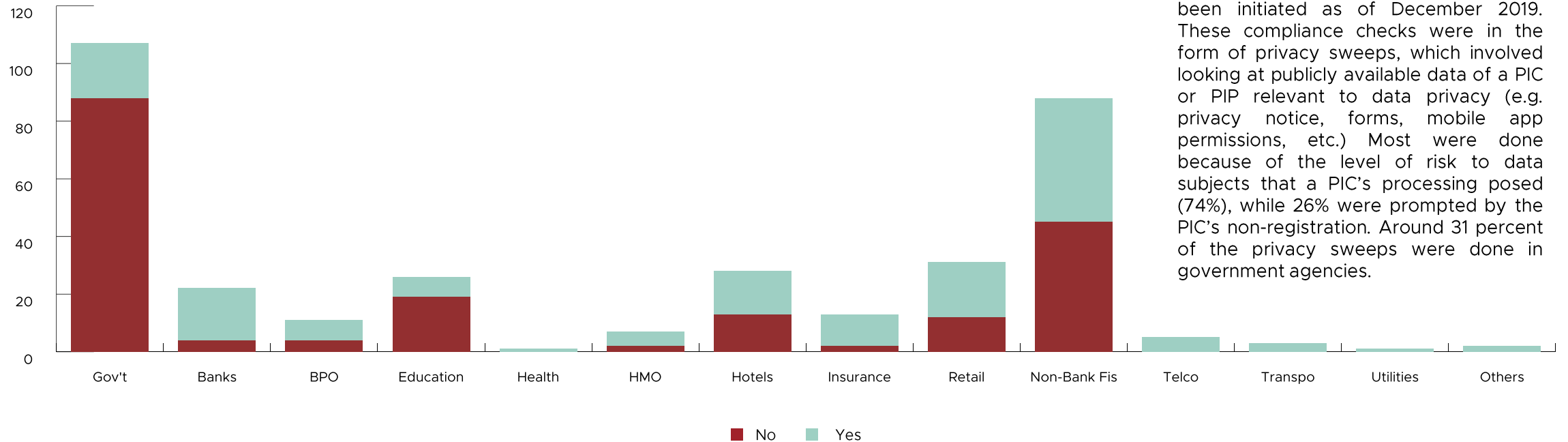
Issuance of certificates of registration upon request also began in 2019. As of December, 3,323 certificates were processed and released.

Mapping the population of 11 sectors was also completed. This was presented during the Data Privacy Council meeting on Dec. 19 to seek the assistance of sector members in verifying the data and in reaching out to other PICs and PIPs in their respective industries that are not yet registered.

Sector	Total	Remarks
Gov't (NGAs)	265	The list was extracted from DBM 2019 Directory. RTCs and lower courts (MTC, MeTC, MTCC, MCTC) are not included in the list.
Gov't (GOCCs)	154	The list was derived from the Governance Commission for GOCC's directory
International organizations	103	---
Banks	552	The list was based on the Bangko Sentral ng Pilipinas (BSP) directory
Non-banks	2,104	The list was extracted from the BSP directory
Insurance and pre-need providers	187	The list was derived from the Insurance Commission (IC) directory
Health maintenance organizations	31	The list was based on the IC directory
Health facilities	29,271	The list was extracted from the Department of Health directory ( <i>needs verification</i> ).
Education	2,162	SUCs and private institutions of higher learning (with branches) only
Retail/Direct marketing	463	Lists were extracted from the Philippine Retailers Association and the Direct Selling Association of the Philippines
Manpower agencies	1,257	Land-based and sea-based agencies only

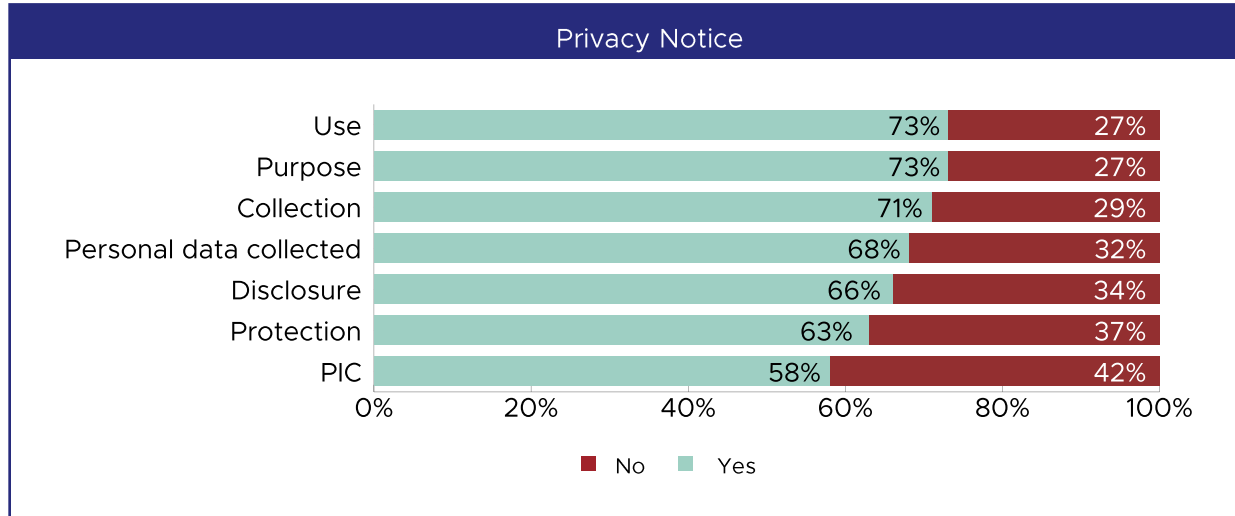


## Privacy Notice

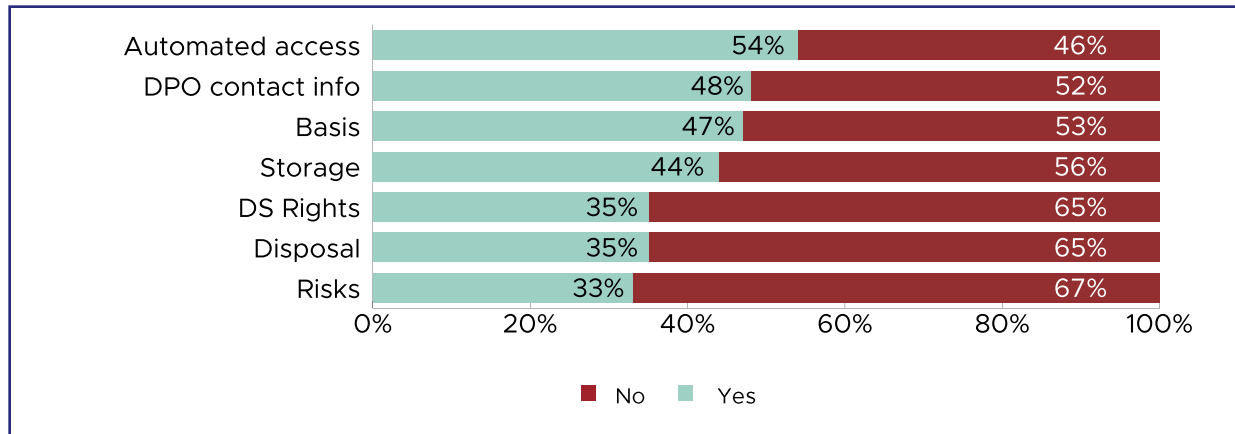


Since its implementation in October 2018, a total of 345 compliance checks had been initiated as of December 2019. These compliance checks were in the form of privacy sweeps, which involved looking at publicly available data of a PIC or PIP relevant to data privacy (e.g. privacy notice, forms, mobile app permissions, etc.) Most were done because of the level of risk to data subjects that a PIC's processing posed (74%), while 26% were prompted by the PIC's non-registration. Around 31 percent of the privacy sweeps were done in government agencies.

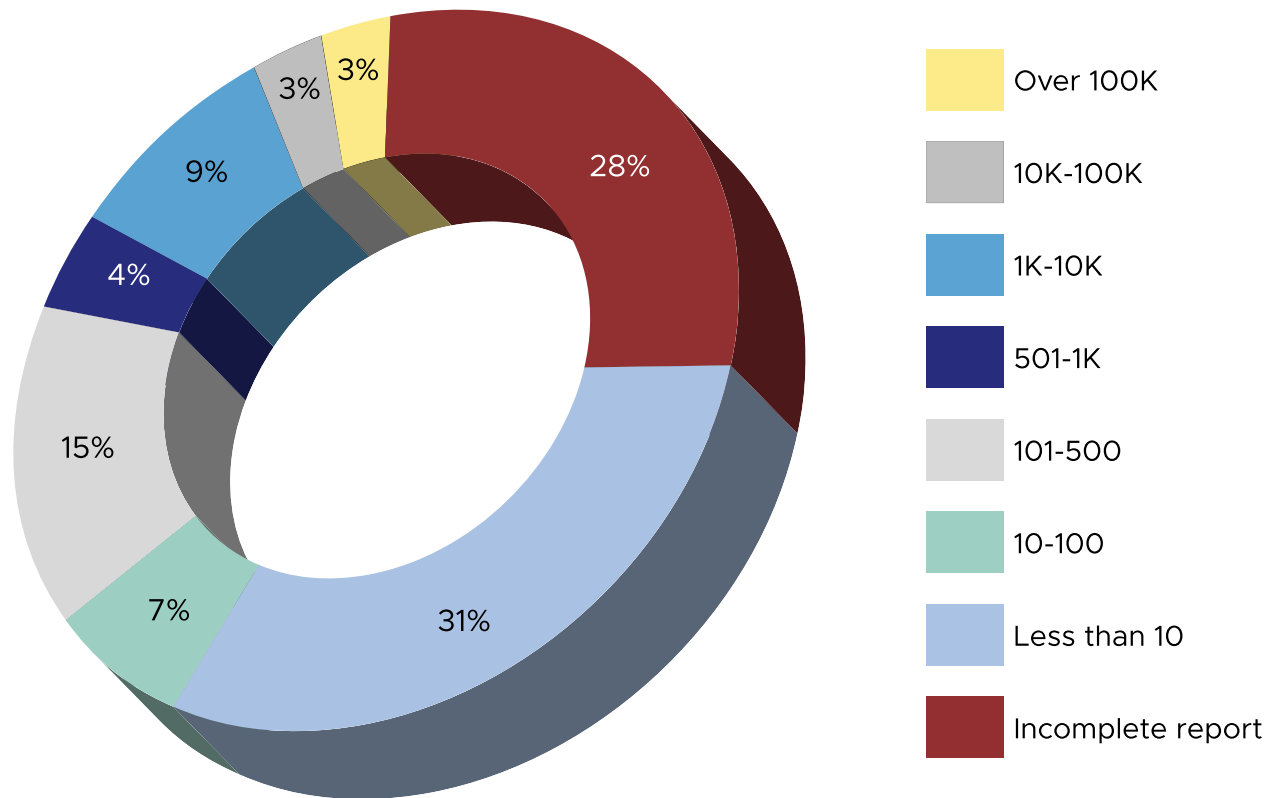
DATA SUBJECTS AND PRIVACY RIGHTS  
PROTECTION PROGRAM  
Compliance and Monitoring



Based on the privacy sweep results, 45% had privacy notices. However, a closer look revealed that many of these privacy notices lacked the required content.



DATA SUBJECTS AND PRIVACY RIGHTS  
PROTECTION PROGRAM  
Compliance and Monitoring



Since September 2019, data breach notifications have been jointly handled by the Compliance and Monitoring Division (CMD) and the Complaints and Investigation Division (CID). As of December, a total of 176 notifications had been received and 45 post-breach documentation orders had been issued. The most common cause of breaches was malicious attacks (46%), followed by human error (39%) and system glitch (15%). Many of the breaches affected less than 10 data subjects (31%) while 28% of the notifications lacked the information on the estimated number of affected subjects.

DATA SUBJECTS AND PRIVACY RIGHTS  
PROTECTION PROGRAM  
**Compliance and Monitoring**



In terms of compliance advocacy, the CMD and PPO, with the assistance of the Public Information and Assistance Division (PIAD), held the DPO COMPLEX Workshop (Privacy Compliance Workshop) on November 13 and 14 at the Meridian Room of Luxent Hotel, Quezon City. The workshop aimed to enrich the knowledge of privacy practitioners in the government, as well as to develop skills for them to build effective privacy programs. Further, it was crafted to assist government agencies to be operationally and demonstrably compliant with the DPA.

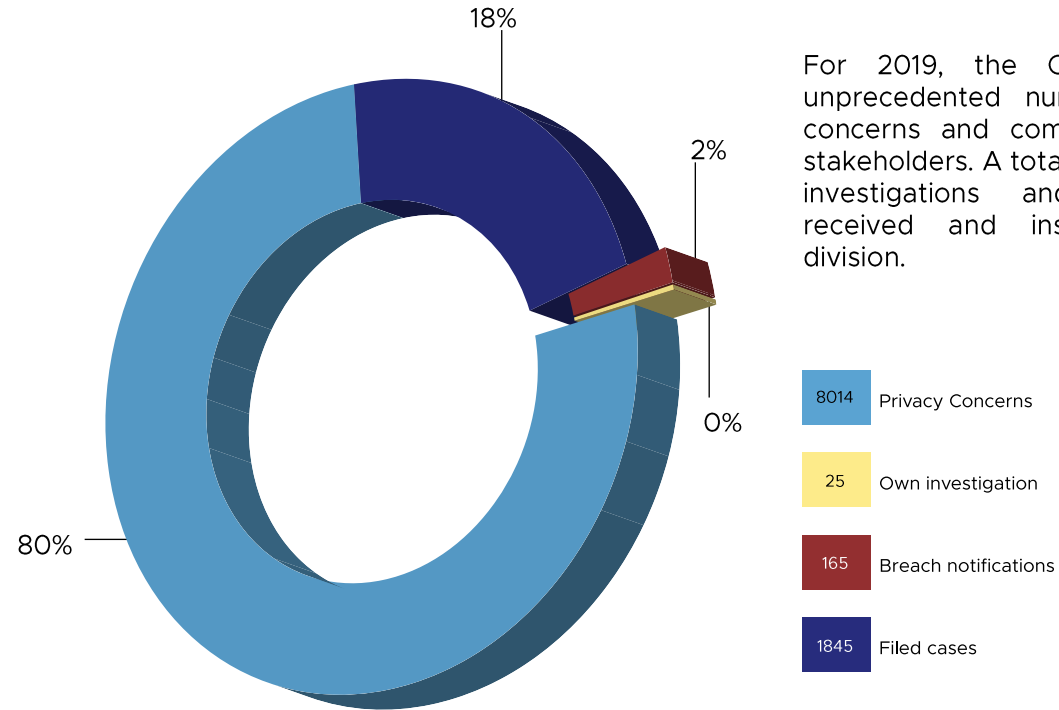
To achieve these objectives, the workshop consisted of lectures and exercises on six topics namely, data mapping, privacy impact assessment, security essentials, data sharing agreement and freedom of information, privacy notices and breach notifications.

The first day was attended by 100 participants from GOCCs, government hospitals, LGUs and NGAs. On the other hand, 83 representatives from GOCCs, government hospitals, NGAs, NGO, SUCs and local water districts participated on the second day.

Further, the CMD staff served as resource speakers in 51 data privacy orientations nationwide, with 8,557 participants. A total of 9,041 compliance assistance emails, 5,778 calls and 264 walk-ins were likewise acted upon.

## Complaints Handling and Investigation

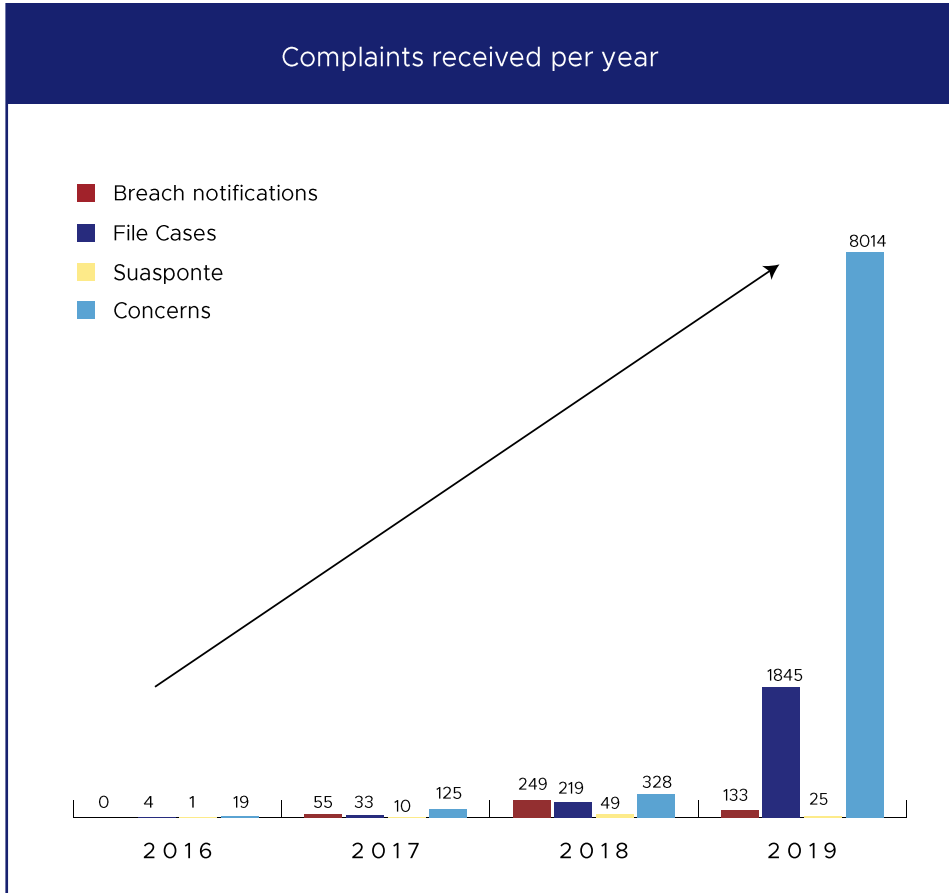
The Complaints and Investigation Division (CID) primarily conducts investigations, and receives and processes complaints of possible violations of the DPA. It also investigates personal data breaches for possible violation of the law.



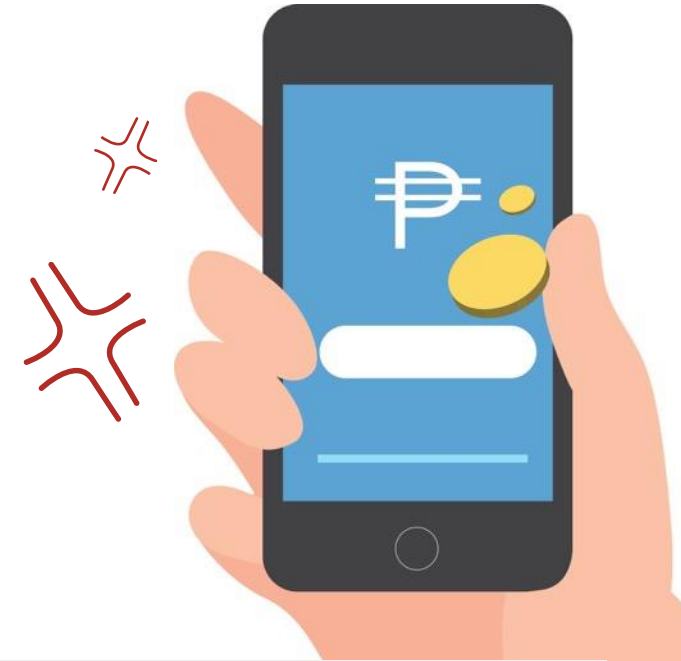
For 2019, the CID received an unprecedented number of privacy concerns and complaints from our stakeholders. A total 10,049 concerns, investigations and cases were received and instituted by the division.

Of the concerns and cases that the CID handled, about 80% or 8,014 were privacy concerns. These were the so-called “privacy concerns” that were received mostly through the email address [complaints@privacy.gov.ph](mailto:complaints@privacy.gov.ph). The concerns include complaints procedure inquiry; follow-up on pending cases; request for assistance in filing complaints; inquiries into and clarifications on privacy rights and/or possible violations of the law; and concerns referred to the Commission by various government agencies, such as the Presidential Action Center, Department of Information and Communications Technology, and Securities and Exchange Commission.

DATA SUBJECTS AND PRIVACY RIGHTS  
PROTECTION PROGRAM  
Complaints Handling and Investigation



What was remarkable for 2019 was the sudden rise in the number of complaints received by the CID. A total of 1,845 complaints were filed before the CID, up 842% from the previous year.



Of the 1,845 complaints, 89% or 1,642 cases were against online lending applications and/or companies.

DATA SUBJECTS AND PRIVACY RIGHTS  
PROTECTION PROGRAM  
Complaints Handling and Investigation

133 Investigation of data breaches instituted

1,899 Orders were issued to parties

139 Summary hearings conducted

103 Temporary ban on the processing of  
personal information ordered

73 Motions related to on-going cases received

25 Sua sponte investigations started

570 Inquiries via telephone responded to

570 Walk-in complainants, mostly without the  
aid of counsel, assisted





## Mediation of Complaints and Legal Assistance

The Legal Division (LD) is tasked with providing legal assistance to the Office of the Commissioner and other offices, including evaluation of laws and rules affecting the operations of the Commission, and preparation and review of agreements to which the Commission is a party.

Aside from imparting legal knowledge to NPC staff through lecture series, the Legal Division initiated the implementation of the Rules on Mediation before the Commission to cope with the needs of NPC's growing number of stakeholders.

A total of 206 mediation of complaints were handled by the Division. The remarkable increase in the number of clients who received assistance confirms the trust of the Filipino people in the quasi-judicial function of the NPC.



Provided legal assistance to the Commission through the provision of legal references



Conducted legal researches, review and drafting of contracts



Issued legal opinions

206

Cases received for mediation



Notarized complaints and other NPC related documents



Conducted Law Lecture Series



## Enforcement

The Enforcement Division (EnD) continued to perform its mandate to effectively implement the Data Privacy Act and its implementing rules and regulations and issuances, and to enforce NPC orders, resolutions and decisions.



Coordinated with various stakeholders and other law enforcement agencies



Became valuable member of the Joint Cybersecurity Working Group.



Monitored various institutions' compliance with the orders of the Commission



Ordered certain online lending applications violating the DPA to stop personal data processing.

## Privacy Policy and Standards Development

The Privacy Policy Office (PPO) has two divisions – Policy Development and Policy Review. The Office is primarily responsible for consulting with government regulatory agencies and data protection authorities for policy development, and negotiating with and contracting for cross-border application and implementation of privacy laws.

The PPO is also in charge of issuing advisory opinions that interpret the provisions of the DPA and other data protection laws, reviewing data sharing agreements (DSA) and legislative bills having privacy implications, as well as providing assistance on matters relating to privacy at the request of a government agency, a private entity or any data subject.



Reviewed and issued 23 international documents



Reviewed proposed amendments to the Data Privacy Act of 2012 under House Bill Nos. 5612 and 1122



Issued 47 Advisory Opinions



Prepared Circulars and Advisories: working drafts and guidelines on data sharing, data subject rights, CCTV, election campaign or partisan political activity and requests for personal data of public officers



Reviewed 4 DSAs










Issued 15 legislative comments and positions papers

## Privacy Policy and Standards Development

Aside from its core functions to continually evaluate new and emerging technologies, conduct risk assessments and issue guidelines for acceptable standards, the Data Security and Technology Standards Division (DSTSD) is also responsible for developing standards for physical and technical security measures for data protection. It has been at the forefront of DTI-BPS/TC 60 (the mirror committee of ISO/IEC JTC 1 in the country which was reactivated in 2017) in deliberating and adopting five ISO/IEC standards for information security and privacy along with other agencies, such as the Department of Information and Communications Technology Bangko Sentral ng Pilipinas, Philippine Economic Zone, Social Security System and industry experts. TC 60 is being chaired by Privacy Commissioner Raymund E. Liboro.

To provide timely privacy and data protection advisories, the DSTSD led the way in providing security measures when security incidents and personal data breaches are likely to occur, such as Online Account and other advisories during the Holy Week, Halloween and Christmas season.



-  Standards development
-  Technological trends and risk assessment
-  Privacy and security advisories
-  DPO Journal
-  Annual security incidents
-  Privacy Wall Forum
-  National Engagement –  
Philippine Identification System

# NPC Strategic Programs

B

## DATA PROTECTION AND PRIVACY RIGHTS PROMOTION PROGRAM

To ensure the protection of individuals' right to data privacy and to heighten DPA awareness, the NPC continued to strengthen its nationwide awareness campaign through the conduct of briefings, trainings, consultative meetings, forums and roadshows. It also used social media platforms, press releases, media interviews, information and educational materials and other public relations activities to reach the general public with informative and timely content.

# DPA AWARENESS CAMPAIGN



24 DPA/DPO briefings



5 PSST! orientation



21 Phil-DPO ACE Training and Certification



18 DPA compliance briefings



971 NPC resource speaking engagement on DPA



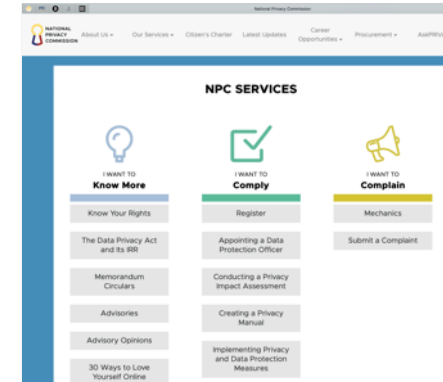
31 DPO/Data Privacy Council Assemblies

# DPA AWARENESS CAMPAIGN



217

Consultative meetings with stakeholders



1,608,830  
Website visits



10

Media relation activities



Following NPC stop processing order on 26 online lenders, drop in complaints seen

December 1, 2019

18

Communication materials/projects and public affairs, press statements and tv/radio interviews



179

FB posts



2,653  
Twitter followers



## Privacy Awareness Week (PAW)

The NPC marked the annual celebration of the **2019 Privacy Awareness Week (PAW)**, highlighted by the **2nd National Data Privacy Conference** on May 23-24, with the theme “Protecting the Digital Filipino: Accountability, Compliance and Ethics in a Data-Driven Philippines.” The conference focused on boosting privacy safeguards and raising the sense of accountability, compliance and ethics of entities that handle personal data. More than **2,000** data protection officers, privacy practitioners and other stakeholders participated in the conference, with local and international expert panelists and speakers imparting their insights on emerging privacy and data protection matters.



## 52<sup>nd</sup> Asia Pacific Privacy Authorities (APPA) Forum

On December 2-3, 2019, the Philippines hosted the **52<sup>nd</sup> APPA Forum** in Cebu with the NPC taking the lead. A total of **416** delegates and participants from **19** jurisdictions in the Asia Pacific region joined the two-day forum at the Shangri-La's Mactan Island Resort, Cebu City. APPA members and invited guests discussed global privacy trends, exchanged domestic experiences and sought opportunities for cooperation and collaboration on education and enforcement activities across the Asia Pacific region.





### Public Assistance Program

- ✓ 32,019 queries and requests



### Data Privacy Council and Stakeholder's coordination

- ✓ Privacy Wall Forum App  
537 users  
22 sectors
- ✓ DPO journal launched



### PSST Campaign/Privamoves

- ✓ 5 PSST  
1,857 student attendees



### Public Relations/Marketing Communication

- ✓ 18 public relations and marketing communication activities

# NPC Strategic Programs

C

## DATA PRIVACY CAPACITY BUILDING DEVELOPMENT PROGRAM

The Data Protection Officers Accountability, Compliance and Ethics (DPO ACE) training and certification program aims to further enhance the capabilities of registered and aspiring Data Protection Officers (DPOs) by enabling them to do the right things right. The program seeks to equip DPOs with privacy and data protection knowledge and skills necessary to manage effectively in a risk-based and comprehensive manner their organizations' compliance with the Data Privacy Act. This is also to respond to the clamor raised by DPOs nationwide to raise their level of competency and understanding as well as to establish a pool of personnel equipped with skills at par with global standards. The training and certification program is based on the Commission's Five Pillars of Data Privacy Accountability and Compliance Framework as well as on international laws and standards applicable to the Philippine setting.

Likewise, the Commission is fully committed to strengthen international coordination and collaboration with international entities to adopt and observe standard practices and issuances related to data protection and privacy. The Commission has been heavily involved in its international commitments with the Association of Southeast Asian Nations, the Asia Pacific Economic Cooperation, the Global Privacy Assembly (formerly the International Conference of Data Protection and Privacy Commissioners) and various international working groups. NPC personnel have also acted as Philippine representatives in various international conferences, not only as attendees but also as panelists in recognition of the Commission's expertise in data privacy in the Asia Pacific region.

## Data Protection Officers (DPO) Accountability, Compliance and Ethics (ACE) Training and Certification

Twenty-one PHIL-DPO Compliance, Accountability and Ethics (ACE) training sessions were conducted in Zamboanga, Clark Pampanga, Naga, Bicol, Baguio City, Davao, Cebu, Iloilo and Metro Manila for the retail and manufacturing, telco, media, real estate, health and government sectors.

The program allowed a total of 1,085 DPOs to learn more about the Data Privacy Act and how to effectively comply with the law based on the Five Pillars of Compliance. Of the participants, 600 were certified as DPO ACE Level 1 passers by the PHIL-DPO team that conducted the training and certification programs across the country.





## International Cooperation



- ✓ APEC meetings
- ✓ ICDPPC Executive Committee Policy Strategy Brainstorm Workshop
- ✓ ICDPPC now known as the Global Privacy Assembly
- ✓ Council of Europe Plenary and Bureau Meetings
- ✓ Asia Pacific Privacy Authorities Forums
- ✓ ASEAN Data Protection and Privacy Forum
- ✓ ABLI-PDPC Workshop
- ✓ ASEAN-USAID Ignite Digital Trade Technical Workshop
- ✓ Signing of the Memorandum of Understanding with Singapore
- ✓ ISO/IEC JTC 1 (Information Technology) / SC 27 (Information security, cybersecurity and privacy protection) / WG5 (Identity management and privacy technologies)
- ✓ ASEAN-Australia Digital Trade Standards Initiative Workshop

# Internal Management

For FY 2019, programmed as the year of Protecting the Digital Filipino, the NPC is fully committed to its mandate of ensuring that Filipinos are aware of and are able to exercise their data privacy rights in this digital age. Our strategic interventions on the physical and financial performance under the **Regulatory and Enforcement Program** are aligned with our vision and mission, and consistent with and geared toward achieving the goals of the Philippine Development Plan 2017-2022.



Particulars	FY 2019	
	Amount	BUR
<b>Allotments</b>	<b>P246.960 M</b>	100%
<b>Obligations</b>	P185.941 M	75.29%
<b>Disbursements</b>	P165.769 M	89.15%



\*Additional allotment for PS was received for Terminal Leave benefits of P2.10 million, Automatic Appropriation (RLIP) of P5.932 million and Miscellaneous Personnel Benefits Fund of P13.106 million.



Modification on allotments was made from MOOE to Capital Outlay of P10.058 million and MOOE to PS of P3.994 million.

A

## Financial Performance

Out of the **P246.960 million** total allotment, **P185.941 million** was obligated for the period January 1 to December 31, 2019, showing that for the fiscal year, the NPC performance rating reached **75.29%** under the cash-budgeting system

2019 Budget by Allotment Class (in thousand pesos)			
Allotment Class	Tier 1	Tier 2	Total
PS	51,666	---	51,666
MOOE	95,104	73,050	168,154
CO	6,000	---	6,000
<b>Total</b>	<b>152,770</b>	<b>73,050</b>	<b>225,820</b>

2019 Budget by Allotment Class (in thousand pesos)			
Allotment Class	GAS	Operations	Total
PS	26,973	24,693	51,666
MOOE	73,501	94,653	168,154
CO	6,000	---	6,000
<b>Total</b>	<b>106,474</b>	<b>119,346</b>	<b>225,820</b>



For FY 2019, a total of P73.050 million was approved for the implementation of the following expanded programs/projects under Tier 2:

- Enhanced Data Privacy Compliance and Monitoring Program (Government Data Privacy Resilience Program)
- Resilient Data Subjects (National Data Protection Officers Skills, Training and Certification Program)
- Privacy Promotion Program

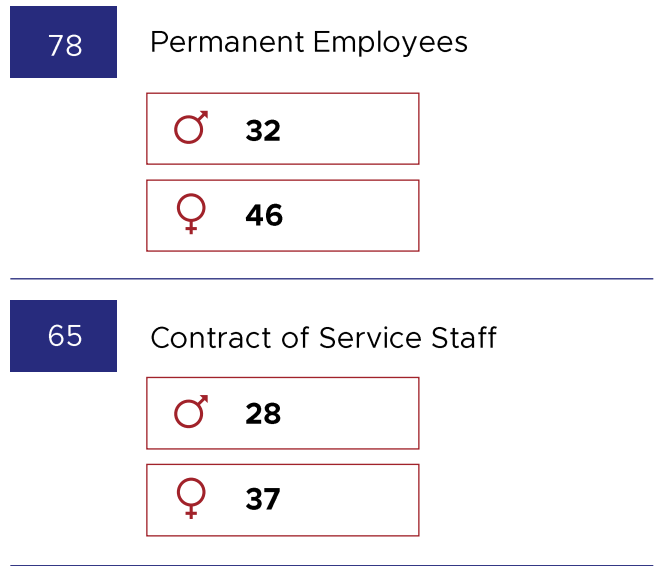
2020 GAA-Performance Information			
Organizational Outcome (OO)/Performance Indicators	Targets	Actual	Rating
<b>Regulatory and Enforcement Program</b>			
<b>Outcome Indicators</b>			
1. Percentage of stakeholder who rated the privacy plans and policies as satisfactory or better.	65%	90%	38.46%
2. Number of private sectors and government agencies checked for DPA compliance.	80	207	158.75%
<b>Output Indicators</b>			
1. Number of Public Information / Education Projects implemented.	12	15	25%
2. Percentage of requests for technical assistance responded to within the prescribed time frame.	70%	99%	41.42%
3. Percentage of complaints and investigations resolved	65%	87%	33.84%
4. Number of international membership or cooperation entered.	3	12	300%
<b>Average Rating</b>			<b>99.58%</b>

B

# Physical Performance

The 2019 physical accomplishments of the Commission showed exceptional performance for the year, exceeding its targets by **99.58%**.





# C

## Human Resource and Development

As of **December 31, 2019**, the NPC had a staffing complement of 143, comprising of 78 filled positions out of 123 plantilla positions, along with 65 personnel hired on a contract-of-service basis.

## NPC Workforce and Learning and Development Program

In 2019, the NPC Learning and Development Program conducted seminars and learning sessions to further enhance and strengthen the NPC workforce readiness, as follows:

### IN-HOUSE

- ✓ Laws and Rules on Government Expenditures (LARGE)
- ✓ Seminar on Ease of Doing Business (RA 11032-ARTA Law as Amended)
- ✓ Training on RA 9184 and its Revised Implementing Rules and Regulations
- ✓ Self Defense Against Gender-Based Violence

### EXTERNAL

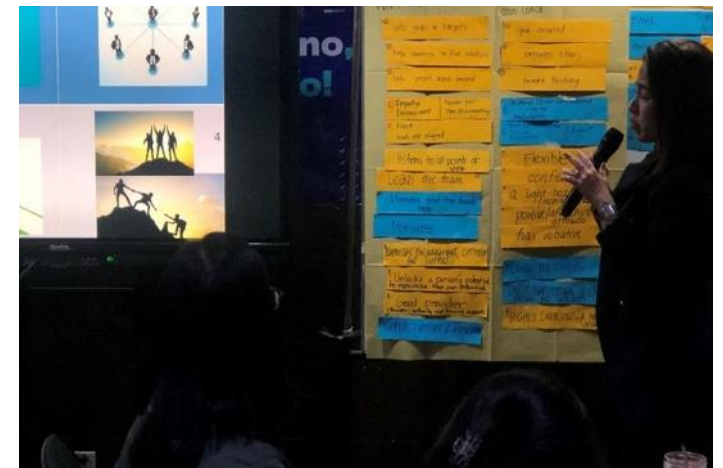
- ✓ Certified Information Privacy Manager (CIPM) - \*2 Batches
- ✓ ISO/IEC 27001:2013 Information Security Management Certified ISO/IEC 27001 Lead Auditor Course
- ✓ Signing of the Memorandum of Understanding with Singapore
- ✓ Basic Course on Regulatory Impact Assessment
- ✓ I-Gabay Training Course
- ✓ EC-Certified Incident Handler Training Program
- ✓ Paglilingkod SALDIWA Training
- ✓ Appraisal and Disposal of Government Properties
- ✓ PHILGEPS Training for Phase 1

# Employee Performance Management



## Coaching and Mentoring Training Workshop

By Roderick J. Romualdo  
Director II, CSC FO-OP



## Employee Wellness Program



✓ **Free Massage Therapy**  
By TESDA NCR Licensed Therapist



✓ **Seminar on Effects on Mental Health due to Gender-based Violence & Substance Abuse and other Health Issues**  
by Dr. Heidee Len M. Palamo, Medical Officer, Department of Health



✓ **Zumba Session**  
by a Licensed Fitness Instructor



✓ **Employees Week: NPC Sportsfest**



## Corporate Communication Program



### **NPC FAMILY DAY 2019 :**

Seminar on values formation in the workplace seminar:”  
Gender-Based Violence Against Children Through Cyber-  
Bullying and Online Sexual Exploitation  
By Atty. Ivy D. Patdu, Deputy Privacy Commissioner



CSC Cluster Meeting Host  
and Learning Session on RA  
No. 10173 (Data Privacy Act  
of 2012)

## Rewards and Incentives



### Employee Appreciation Day 2019

- ✓ Notable Service Award
- ✓ Length of Service Incentive Award
- ✓ Best Sectoral Champion
- ✓ Excellence Award
- ✓ Leadership Award
- ✓ Commitment and Dedication Award
- ✓ Beyond and Above Achievement Award
- ✓ Academic Achievement Award
- ✓ Perfect Attendance Award
- ✓ NPC Partners/Stakeholders Recognition

AWARD	AWARDEES
<p><b>Notable Service Award</b></p>	Legal and Enforcement Office
	Finance and Administrative Office
	Office of the Privacy Commissioner
	Public Information and Assistance Division
	Privacy Policy Office
	Data Security Compliance Office
<p><b>Length of Service Incentive Award</b></p>	Kaye Angelie Capatoy, HRDD
	Conrad Dela Cruz, CMD
	Janssen C. Esguerra, DSTSD
	Aileen Jade K. Gamboa, CID
	Marilou C. Leelian, FPMD
	Teodulo C. Lorenzo, FPMD
	Pilamar A. Maglunog, ASD
	Kelvin S. Magtalas, DSTSD
	Kimberly Ann M. Medina, HRDD
	Rajyl P, Muleta, CID
	Ana Carmela Erika V. Reblora, LD
	Ivy Grace T. Villasoto. PPO
<p><b>Best Sectoral Champion</b></p>	Atty. Krishna Aira Tana-Caguia
<p><b>Leadership Award</b></p>	Atty. Jose Amelito S. Belarmino II, ED

<b>Academic Achievement Award</b>	Ana Carmela Ericka Reblora, CID
<b>Beyond and Above Achievement Award</b>	Maria Delia s. Presquito, FAO
	Atty. Ivy Grace Villasoto, PPO
	Atty. Glenda Leah Caringal, LEO
<b>Commitment and Dedication Award</b>	Atty. Lorraine Anne G. Quibranza, CID
	Atty. Danya T. Reyes, CID
	Rajyl P. Muleta, CID
	Walden Federick R. Canlas, CID
	Aileen Jade K. Gamboa, CID
	Atty. Krishna Aira Caguia, CID
	Jerico Soriano, CID
	Atty. Glenda Leah Caringal, CID
	Teodulo C. Lorenzo, FPMD
	Kristel B. Casino, FPMD
	Susana O. Abada, FPMD
	Rochelle A. Mondala
	<b>Perfect Attendance Award</b>
Marianne G. Paquiz, HRDD	
Aprilyn U. Batobato, FPMD	
Virgilio A. Gulilat, ASD	
Darwin A. Plaza, ASD	
Phylbert B. Cabalquinto, HRDD	
Jeffrey G. Ecleo, ASD	
Jayson S. Bucio, LD	
Ronald S. Azanon, HRDD	
Samuel L. Estapia Jr., OPC	





D

# NPC Employees Association

## Accreditation of NPCEA and CNA Incentive

The National Privacy Commission Employees Association (NPCEA), Inc., upon its official registration as the sole representative of NPC rank-and-file employees to negotiate for them in August 2019, proceeded to discuss with top management the execution of a Collective Negotiation Agreement (CNA) in which additional employee benefits are included.

And after successful negotiations, on December 13, 2019, NPCEA officers and NPC top management executed a CNA, outlining additional benefits to employees, including a CNA incentive, which was awarded to 80 rank-and-file employees who are NPCEA members. This incentive was given to the rank-and-file employees on December 27, 2019. Likewise, the members, upon their own initiative and with the assistance of NPCEA, resolved to pool a portion of their CNA incentive to be distributed proportionately with the contract-of-service personnel of the NPC.

The signed CNA has a validity of three years from its execution. During the period, NPCEA members and employees can avail themselves of the negotiated benefits and incentives.

In preparation for the adoption of the ISO 9001:2015 Philippine National Standards to build a quality culture that characterizes customer-driven organizations and to further strengthen the global competitiveness of the government sector, the NPC conducted a two-day seminar-workshop on **Understanding the Organization and Personnel** on December 16-20, 2019, the first module of the **“Quality Management System (QMS) Certifiable to ISO 9001:2015.”** Forty employees from the top management, directors, division chiefs and frontline personnel actively participated in the workshop, which helped them gain deeper knowledge and understanding of the NPC as an organization and its internal processes in the context of the ISO standards and QMS, which will assist them in the crafting of the Commission’s Operations Manual.

E

## ISO 9001:2015 Certification

## INTERNAL MANAGEMENT



✓ Enhanced Training on Harmonized Gender and Development Guidelines



✓ Women's Month Celebration



✓ Seminar on the Rights of Employees Under RA 7877 and other related laws on VAWC



✓ Workshop on Gender Mainstreaming Evaluation Framework



✓ Gender Sensitivity Training

# Gender and Development (GAD) Program

Pursuant to Republic Act No. 9710, otherwise known as the Magna Carta of Women, and to ensure gender equality and empowerment and protection of women as well as fostering better development outcomes, the 2019 NPC GAD-related activities, endorsed by the Philippine Commission of Women, were successfully implemented. These activities were aimed at addressing the various gender needs and concerns of all NPC employees and other personnel.

The NPC set aside a portion of its budget to GAD through its gender-responsive programs, such as the Enhanced Compliance Monitoring Program and Resilient Data Subjects (National Data Protection Officers Training and Certification Program) and in the implementation of its various activities and projects.