

Quisumbing Torres Takes Part in PMAP's Workplace of the Future Summit

Manila, Philippines, December 2017 - Quisumbing Torres (QT), member firm of Baker & McKenzie International, participated in the People Management Association of the Philippines' (PMAP) Workplace of the Future Summit held last 21 November 2017.

The summit's panel of speakers included Divina Pastora Ilas-Panganiban, partner in the firm's Intellectual Property Practice Group and Information Technology & Communications Industry Group. In her presentation entitled, *Data Privacy Act : Know Your Rights*, she provided an overview of the compliance requirements under the Data Privacy Act and its implementing rules and regulations.

"It is important to comply with the law because any violation thereof may mean the imposition of severe penalties, including imprisonment and fine. Compliance, however, must be a concerted undertaking among all the groups within an organization. You, as People Managers and HR, must ensure that data protection officers or compliance officers for privacy are appointed, and that training and awareness campaigns on data privacy are regularly conducted among the employees in your company. Your IT, administration, and security department, must ensure that proper technical and physical security measures are in place to protect personal information. Most importantly, your management, must fully support your privacy policies, devote a reasonable budget for your privacy management programs, and drive the urgency for compliance among all the members of your organization," explained Vina.

Other key speakers in the summit were SAP Asia Pacific Japan Senior Vice President for Human Resources Renata Janini Dohmen who discussed *Building a Future-Proof Organization* and National Privacy Commission (NPC) Attorney IV, Compliance and Monitoring Division Vida Zora Bocar who tackled a presentation regarding *How to Conduct a Privacy Impact Assessment*. After the presentations, an open forum was conducted.

The PMAP Workplace of the Future Summit was held at I'M Hotel, Makati City.

Data Privacy Act 2012

The law which took effect last 08 September 2012 is a comprehensive and strict privacy legislation that aims to protect the fundamental human right of privacy and communication while ensuring free flow of information to promote innovation and growth. In order to guarantee that the Philippines complies with the international standards set for data protection, the National Privacy Commission (NPC) was created last 07 March 2016 under the privacy law.

NPC released the DPA's Implementing Rules and Regulations (IRR) which focused on data privacy principles including transparency, legitimate purpose and proportionality, security measures for protection of personal data including personal information in the government, rights of data subject and data breach notification.

For further details on the registration requirements under the DPA, please see the alert [here](#). For information on the NPC advisory on the Appointment of Data Protection Officer, please see alert [here](#).

Quisumbing Torres and PMAP Partnership

QT is one with PMAP's mission to promote sound people management practices, the association helps institutions mold an enlightened, competent, socially responsible, and influential sector of people managers who can effectively participate in nation-building. PMAP regularly conducts numerous career development forums and training programs to help its members become more effective on the job and to keep them updated with relevant news regarding their industry and organizations. QT's Employment Practice Group partner, Eliseo Zuñiga Jr. currently serves as the organization's Labor Relations and Policy Reforms Committee Chairman and Labor Policy Reforms and Industrial Relations Committee Co-chairperson.

QT's Information, Technology & Communications Industry Group

QT's Information Technology & Communications (IT&C) Industry Group is headed by Intellectual Property Group partner Bievenido Marquez III. The team handles issues relating to privacy, cybercrime, e-commerce, electronic transactions, and information security. The group also provides advice on regulatory issues affecting the provision of telecommunications services in the Philippines including Voice over Internet Protocol, manages network services, co-branding of telecommunications services, interconnection, satellite communications, equipment licensing, value added services and IT outsourcing.

Over the years, the IT&C industry group and counsel have continuously gained recognition in their field. The

firm continues to rank Tier 1 in the Legal 500 2018 rankings for TMT while the Information Technology & Communications Industry group partners, Bienvenido Marquez III and Divina Pastora Ilas-Panganiban were cited as *Leading Individuals* for TMT. Moreover, in the recently concluded Chamber Asia Pacific 2018 legal rankings, the firm ranks Band 1 and Bienvenido Marquez III is cited as Band 2 counsel in the Intellectual Property practice area.

The team actively participates in local and international speaking engagements, conferences, trainings and summits such as *APEC Cross Border Privacy Rules (CBPR)*, *Data Privacy Law Implementation Seminar* and *Data Privacy Compliance 101* event by European Innovation, Technology, and Science Center (EITSC) where they share their knowledge and expertise.



Divina Pastora Ilas-Panganiban, Quisumbing Torres' partner in the Intellectual Property Practice Group and Information Technology & Communications Industry Group with Vida Zora Bocar (Attorney IV, Compliance and Monitoring Division National Privacy Commission (NPC)) and Renata Janini Dohmen (Senior Vice President for Human Resources, SAP Asia Pacific Japan) during the PMAP's Workplace of the Future Summit.

For more information



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