

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2021**

Reference: Direct Encoding (No GPB in database)

Organization: Philippine National Oil Company

Organization Category: National Government, GOCC with Budgetary Support

Organization Hierarchy: Department of Energy, Philippine National Oil Company

Total Budget/GAA of Organization: 613,182,000.00

Actual GAD Expenditure 262,374.35 **Original Budget** 3,130,250.00

% Utilization of Budget 8.38

% Utilization of Original 0.00

% of GAD Expenditure: 0.04%

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	10	11
	CLIENT-FOCUSED ACTIVITIES										
1	Women in partner communities have limited knowledge of their role in disaster and emergency situation	Lack of access to training on Gender, Disaster and Risk Reduction Management Program	Women have increased knowledge and appreciation of their role in disaster and risk reduction management	PAP: Corporate Social Responsibility	Gender Inclusive Community-based Disaster Preparedness and Risk Reduction Management Training	No. of training participants (sex disaggregated) - at least 20 women from communities around ESB-Mabini Batangas	Not done	120,000.00 GAA	0.00 GAA	PNOC-GFPS in coordination with ESB Staff	Not Done. Not done due to pandemic

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2	Based on the implementation of the Magna Carta of Women under RA 9710	There is a need to ensure gender responsiveness of the PNOC-CSR program and projects	PNOC-CSR programs and projects are GAD responsive.	MFO: Corporate Social Responsibility/Gender Analysis	Review and revision of the existing PNOC-CSR manual using the HGDG	PNOC-CSR manual compliant with HGDG - PNOC-CSR manual compliant with HGDG	PNOC-CSR manual compliant with HGDG	30,000.00 GAA	0.00 GAA	PNOC-GFPS(Lead:SMO-CORPREL)	Done.
3	Based on the implementation of the Magna Carta of Women under RA 9710	There is a need to ensure gender responsiveness of the PNOC-CSR programs and projects.	PNOC-CSR programs and projects are GAD responsive.	MFO: Corporate Social Responsibility/Gender Analysis	Capability Development Training for Community Needs Assessment	No. of training participants (sex disaggregated) - At least 10	Not done	400,000.00 GAA	0.00 GAA	GFPS(Lead:SMO-CORPREL)	Not Done. Not done due to pandemic
4	Gender issues of PNOC host communities are not identified/ established	Lack of purposive effort of program implementer to identify gender issues of partner communities affected by the transition program of PNOC ESB in Mabini Batangas	Gender issues of partner communities affected by the transition program identified	PAP: Corporate Social Responsibility	Conduct of information and consultation with clients/ stakeholders at ESB to identify gender issues	No. of respondents (Sex disaggregated) - at least 30 respondents	Not done	100,000.00 GAA	0.00 GAA	PNOC-GFPS in coordination with ESB Staff	Not Done. Not done due to pandemic

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5	Gender issues of PNOC host communities are not identified/ established	Lack of purposive effort of program implementer to identify gender issues of partner communities affected by the transition program of PNOC (mother company) in Bataan	Gender issues of partner communities affected by the transition program identified	PAP: Corporate Social Responsibility	Conduct of information and consultation with clients/ stakeholders at PNOC Park in Bataan to identify gender issues	No. of respondents (sex disaggregated) - at least 30 respondents	Not done	100,000.00 GAA	0.00 GAA	PNOC-GFPS in coordination with PNOC Industrial Park Staff	Not Done. Not done due to pandemic
ORGANIZATION-FOCUSED ACTIVITIES											
6	RA 6949 Mandatory celebration of Women's Month	To commemorate women's roles and contribution in society	PNOC Employees have increased appreciation on women's contributions to society		Conduct of/Participation in Women's Month Activities (following PCW Guidelines on Women's Month)	Number of employees participated- at least 50 employees participated in the activities (sex disaggregated)	Deferred	200,000.00 GAA	0.00 GAA	GFPS/TWG and HR	Not Done. Deferred due to COVID 19 quarantine restrictions in March 2021

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7	RA 10398 or 18-Day Campaign to End VAW *November 25-December 12	Need to continuously update and inform employees on the issue of VAW	PNOC employees have increased awareness on VAW		Conduct of/Participation in the Commemoration of 18-Day Campaign to End VAW	No. of Activities participated by PNOC employees - at least 2 conducted No. of staff participated (sex disaggregated)- at least 40 employees have participated	Virtual Screening of Ang Kababaihan ng Malolos Safe Spaces Act Orientation 85 employees participated in the virtual screening of Ang Kababaihan ng Malolos 62 employees participated in the Safe Spaces Act Orientation	200,000.00 GAA	186,222.49 GAA	GFPS/TWG and HR	Done.
8	Gender Mainstreaming efforts are not adequately planned, implemented and monitored by the GFPS	GFPS is newly reconstituted	Gender Mainstreaming (GM) efforts are adequately planned, implemented and monitored by the GFPS	MFO: Support to Operations	conduct Gender Audit	PNOC GMEF Level identified- Identified by August	Deferred	10,000.00 GAA	0.00 GAA	GFPS/TWG	Not Done. Deferred
9	Gender Mainstreaming efforts are not adequately planned, implemented and monitored by the GFPS	GFPS is newly reconstituted	GM efforts are adequately planned, implemented and monitored by the GFPS	MFO: Support to Operations	Conduct of quarterly GFPS meeting 1 GAD Year End Assessment cum Planning	No. of meetings conducted - 4 GFPS meetings No. of GAD reports completed - 1-GAD-AR (2020), 1 GPB completed (2021)	5 meetings for Anti-VAW activities 1-GAD-AR (2020), 1 GPB completed (2021)	50,000.00 GAA	15,692.22 GAA	GFPS/TWG	Done.

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10	PNOC has no GAD Monitoring and Evaluation System	Absence of PNOC GAD database system	Established PNOC GAD Database as a platform in the formulation and implementation of policies, plans and programs		Continue profiling of PNOC employee sex disaggregated data. Conduct interview disseminate and retrieve questionnaires,	No. of sex-disaggregated data generated - At least 3 updates	SDD by Age SDD by Employment Status SDD by Salary Grade Level SDD by Trainings Attended SDD by Health Status (on going-APE conducted only last December 2021)	12,000.00 GAA	2,775.55 GAA	HR and MIS	Done.
11	PNOC has no GAD Monitoring and Evaluation System	Lack of designated personnel to monitor, update and maintain the GAD database and facilitate the preparation of related GAD survey and consolidation of results.	Established PNOC GAD Database as a platform in the formulation and implementation of policies, plans and programs based on data generated for gender based analysis	MFO: Support to Operation	Hire a Job Order personnel to be primarily responsible in maintenance and update of GAD database and profiling of sex-disaggregated data	No. of JO hired - 1 JO hired	Not Done	100,000.00 GAA	0.00 GAA	GFPS-TWG and HR	Not Done. To be incorporated in the Human Resource Information System of the Personnel Services Division.

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12	Lack of GAD awareness among PNOC workforce	Lack of GAD awareness among new PNOC workforce	100% of current employees are given GAD awareness programs/trainings		Conduct GAD awareness trainings	No. of GAD activity - at least 2 GAD activities conducted No. of staff participation (sex disaggregated)- at least 30% of new hires have attended GAD trainings	Conduct of Basic GAD Orientation for New Employees 29 out of 43 or 67% new employees participated in the Basic GAD Orientation	65,000.00 GAA	28,907.53 GAA	GFPS/TWG and HR	Partially Done. We were able to organize only one general GAD training for new employee in 2021 due to the pandemic. The rest are in observance of the 18 day campaign to end violence against women.
13	No established recruitment policy that would ensure equal opportunity for female employees in technical positions.	Absence of policy on equal opportunities for female employees in technical positions	Established recruitment policy providing for equal opportunities for female employees in technical positions		Review of existing recruitment policies-data gathering and Consultation meetings (internal and external)	Number of policies and Implementing Rules and Regulations issued - At least 1	On going crafting of Merit Promotion and Selection Plan	10,000.00 GAA	15,068.28 GAA	HR and Senior Management	Partially Done.

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14	No PNOC Corporate Governance Policy to ensure equal opportunity for male and female representation in the Board of Directors.	Male-dominated board	Incorporated in the PNOC Manual of Corporate Governance the significance of women representation in the Board of Directors		Review of existing corporate governance policies, meetings	Inclusion in the PNOC Corporate Governance Policy- Inclusion in the PNOC Corporate Governance Policy	Deferred	5,000.00 GAA	0.00 GAA	Office of the Corporate Secretary	Not Done.
15	Need to continuously update and inform employees on Gender and Development issues and concerns	PNOC staff have limited access to GAD information	PNOC staff have increased appreciation on GAD		Maintenance of GAD Corner	GAD Corner maintained - GAD Corner maintained quarterly	GAD corner maintained quarterly	10,000.00 GAA	6,854.14 GAA	SMO-Corporate Relations in coordination with MIS	Done.
16	Need to continuously update and inform employees on Gender and Development issues and concerns	PNOC staff have limited access to GAD information	PNOC staff have increased appreciation on GAD		Maintenance of GAD Section in Website	GAD Section in PNOC Website maintained - GAD Section in PNOC Website maintained and updated quarterly	GAD Section in PNOC Website maintained and updated quarterly	5,000.00 GAA	6,854.14 GAA	GFPS/TWG and MIS	Done.
17	Committee on Decorum and Investigation (CODI) members have limited knowledge on their role/responsibilities; RA 7877	CODI is newly constituted.	CODI members are able to perform their responsibilities		Policy formulation, implementation and monitoring of ASH Action Plan	Quarterly monitoring reports - 4 quarterly monitoring reports submitted to GFPS and CSC	Not done	10,000.00 GAA	0.00 GAA	HR and GFPS/TWG	Not Done.

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18	PNOC has no approved 6 year GAD Agenda/RA 9710 (2022-2027)	Still for completion	Board approved PNOC-GAD Agenda	MFO: Support to Operations	Workshop-Review and finalization of 6 year GAD agenda	6 year GAD agenda for BOD approval - Approved by end of the year	Not done	130,000.00 GAA	0.00 GAA	GFPS/TWG and HR	Partially Done. Still for completion
19	PNOC GFPS' IPCRs do not reflect GAD Targets	GFPS is newly reconstituted	PNOC GFPS IPCRs are integrated with GAD Targets	MFO: Support to Operations	Assignment & integration of GAD Targets in the IPCR of GFPS members	No. of IPCRs with GAD Targets-30 IPCRs of GFPS	Not much activities in 2021 so not included in IPCRs	2,250.00 GAA	0.00 GAA	GFPS/TWG and PMT	Not Done.
20	PNOC has no GAD in the orientation module for new employees	Lack of awareness of HR on the relevance of mainstreaming GAD in the orientation module for new employees	Orientation module with GAD perspective for new employees is available	MFO: Support to Operations	Conduct of review and enhancement of Employee Orientation Module	Employee Orientation Module integrating GAD - Employee Orientation Module integrating GAD	Not done	11,000.00 GAA	0.00 GAA	GFPS/TWG and HR	Not Done.
21	EO340 dated February 5, 1997 - Establishment of Day Care Center in all government agencies and GOCC's	Working moms' office attendance affected by need to care for children	Daycare & breastfeeding center for working moms	MFO: GASS	Site and TOR for Daycare and breastfeeding Center determined	Planning, design and development of TOR for day care and breastfeeding center - TOR drafted No. of policy issued - at least 1 policy issued No of meetings - at least 6 meetings	Not done Not done Not done	50,000.00 GAA	0.00 GAA	GFPS/TWG/HR and GSD	Not Done.

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22	Lack of in-house GAD SME	No internal SME on GAD	Availability of in-house GAD SME from GFPS	MFO: GASS	Attendance to 1 local	No. of target trainee - At least 5 trained GFPS SMEs	Not done	1,500,000.00 GAA	0.00 GAA	GFPS-TWG and HR	Not Done.
23	Lack of institutionalized policy on holistic well-being through the provision of specific, relevant and continuing programs addressing employees health and wellness.	Absence of specific policy on holistic well-being	Established policies on health and wellness		Policy on continuing physical exercises. Conduct of consultative meetings, surveys, interviews	Number of related programs implemented - at least 1 policy	Deferred	10,000.00 GAA	0.00 GAA	HR and Senior Management	Not Done. Deferred due to pandemic
SUB-TOTAL								3,130,250.00	262,374.35	GAA	
TOTAL								3,130,250.00	262,374.35		

Prepared By:

Approved By:

Date