

COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT FY 2022

Organization: Philippine National Oil Company

Organization Category: National Government, Government-Owned and Controlled Corporation

Organization Hierarchy: Department of Energy, Philippine National Oil Company

Total Budget/GAA of Organization: 1,262,445,000.00

Actual GAD Expenditure	707,522.64	Original Budget	1,511,000.00
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% Utilization of Budget	46.82
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Actual GAA Expenditure	707,522.64	Original GAA Allocation	0.00
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% Utilization of Original	0.00
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% of GAD Expenditure:	0.06%
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Final Observations and Remarks:

Thank you for submitting your FY 2022 Gender and Development (GAD) Accomplishment Report [GAD AR].

In the implementation of your current programs, projects, and activities and/or in the formulation of your succeeding GAD plan/AR, please consider the following:

* Your GAD budget utilization is below the mandated minimum 5%. We advise you to please ensure the implementation of the committed activities in the next cycle to enable you to reach the minimum 5%. We suggest also for you to include additional direct GAD activities that will address your clients' and employees' gender issues and concerns in the succeeding budget season.

* You may also consider subjecting some of your major programs and projects to the Harmonized Gender and Development Guidelines (HGDG) to determine their level of gender responsiveness and the amount that may be attributed to the GAD budget.

As final instructions, please print this GAD AR together with PCW's final observations and remarks and submit the signed copies for reference to your resident COA Auditor. For its submission to PCW, kindly send the signed electronic copy of the FY 2022 GAD AR to pdpmcd.monitoring@pcw.gov.ph copy furnished the dd_operations@pcw.gov.ph

In downloading your 2022 GAD AR, kindly follow these steps:

- a. Click the "My GAD Profiles" menu;
- b. Select "List of GAD Plans and GAD ARs";
- c. Click the View icon under the Actions column;
- d. Click the Comment Reports icon on the upper left side portion of the window to view the reviewed GAD AR with PCW's comments, remarks or observations; and
- e. Finally, click the PDF icon to generate the report.

Again, thank you.

Philippine Commission on
Women

May 19, 2023

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
CLIENT-FOCUSED ACTIVITIES										
1	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	CSR	Conduct of information and consultation with clients/ stakeholders at ESB to identify gender issues	No. of respondents (Sex disaggregated) - at least 30 respondents - at least 30 respondents	Not done	100,000.00	0.00	
2	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 Industrial Park	Gender issues of partner communities affected by the transition program identified	CSR	Conduct of information and consultation with clients/ stakeholders at PIP to identify gender issues	No. of respondents (Sex disaggregated) - at least 30 respondents - at least 30 respondents	Not done	100,000.00	0.00	
ORGANIZATION-FOCUSED ACTIVITIES										

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
3	RA 6949 Mandatory celebration of Women's Month/Mandated by law (RA 6949)	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 80% of employees in Head Office, ESB and Industrial Park participated in the activities (sex disaggregated) - at least 80% of employees participated	Film Showing: Tanabata's Wife (March 25 & 31, 2022) - 86 employees Allocation, Utilization and Audit of GAD Funds for NGAs, GFIs, GOCCs, Water Districts and Electric Cooperatives for PNOC GFPS (March 17, 2022) - 32 employees Talk on Women Empowerment: Health, Wealth, Safety and Well-Being in the Workplace (March 18, 2022) - 79 employees Total: 197 employees	200,000.00 200,000.00	145,182.68	

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
4	RA 10398 or 18-Day Campaign to End VAW *November 25-December 12/GAD Mandate - RA 10398. An Act declaring November 25 every year as "National Consciousness day of the elimination of VAWC"	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	<p>No. of Activities participated by PNOC employees - at least 2 conducted - at least 2 conducted</p> <p>No. of staff participated (sex disaggregated)- at least 80% of employees in Head Office, ESB and Industrial Park have participated - at least 80% of employees have participated</p>	<p>Film Showing - Sol Searching (November 25, 28 & 29, 2022) Talk on Women's Rights as Human Rights (November 28, 2022) Talk on Male Engagement in VAW Issues (December 12, 2022)</p> <p>Film Showing - Sol Searching (November 25, 28 & 29, 2022) - 92 employees Talk on Women's Rights as Human Rights (November 28, 2022) - 58 employees Talk on Male Engagement in VAW Issues (December 12, 2022) - 81 employees Total: 231 employees</p>	200,000.00 200,000.00	164,669.10	
5	Gender Mainstreaming efforts are not adequately planned, implemented and monitored	Gender Mainstreaming efforts are not adequately planned, implemented and monitored by the GFPS	GFPS is newly reconstituted	Support to Operations	Reconstitute GFPS	Prepare, secure approval and issue memo and special order for reconstituted GFPS - Prepare, secure approval and issue memo and special order for reconstituted GFPS	Reconstituted Special Order of PNOC GFPS dated March 11, 2022	5,000.00	2,137.77	

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6	Gender Mainstreaming efforts are not adequately planned, implemented and monitored	Gender Mainstreaming efforts are not adequately planned, implemented and monitored by the GFPS	GFPS is newly reconstituted	Support to Operations	Hire a full-time contractual personnel to be primarily responsible in assisting PNOC in its GAD activities and preparation of reports	Hire 1 contractual personnel (April - December) - Hire 1 contractual personnel	Not done	270,000.00	0.00	
7	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		Completion of merit, promotion and selection plan	Merit, promotion and selection plan - Merit, promotion and selection plan	Completed the merit, promotion and selection plan for approval of Senior Management	10,000.00	99,991.13	
8	Lack of update 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	GAD Corner maintained quarterly	10,000.00	6,229.48	
9	Lack of update 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	GAD Section in PNOC Website maintained and updated quarterly	10,000.00	34,433.64	

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10	PNOC has no approved 6 year GAD Agenda/RA 9710 (2022-2027)	Previous GAD Agenda not completed	Board approved PNOC GAD Agenda	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 - 6 year GAD agenda for BOD approval - approved by end of the year	Not done	130,000.00	0.00	
11	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		Conduct of review and enhancement of Employee Orientation Module	Employee Orientation Module integrating GAD - Employee Orientation Module integrating GAD	Not done	11,000.00	0.00	
12	Lack of organization-issued policies for full integration / mainstreaming of GAD in PNOC programs, projects and activities	Framework for mainstreaming GAD in PNOC P/A/Ps not well structured	To develop policies supporting full integration/mainstreaming of GAD in P/A/Ps of PNOC		Create policies supporting gender mainstreaming and/or review	No. of policies issued and reviewed reflecting the organization's interest in gender mainstreaming - at least 2 policies issued/reviewed	PNOC issued a Memorandum on the Issuances Fostering Gender and Development Advocacy dated December 20, 2022	100,000.00	4,223.23	
13	Low awareness on activities and advocacies among GFPS members	Limited participation of GFPS members in GAD activities and advocacies of PNOC	Active participation of all GFPS members on GAD-related activities and advocacies		Quarterly meeting of the GFPS EXECOM members and monthly meeting of the TWG/Sect members.	No. of members who actively participated in the quarterly and monthly meetings - at least 75% of the members attended regularly	at least 75% of the members attended regularly	50,000.00	15,421.00	

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14	Lack of awareness on GAD Monitoring and Evaluation System	No automated 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,	No. of sex-disaggregated data generated - At least 3 updates - At least 3 updates HRIS upgraded with GAD Database - HRIS upgraded with GAD Database	PNOC Employee Profile Outsourced Personnel Profile PNOC Employee Trainings Not done	100,000.00	17,102.45	
15	Inadequate understanding of Gender Mainstreaming and Monitoring	No orientation on gender sensitivity in the last 3 years	Increase awareness on gender sensitivity		Conduct gender sensitivity training for core group/GFPS staff	No. of GFPS members trained on gender sensitivity - 100% of PNOC GFPS members trained on gender sensitivity	Not done	50,000.00	0.00	
16	Inadequate understanding of Gender Mainstreaming and Monitoring	No orientation on gender analysis	Increase awareness on gender analysis		Conduct gender analysis training for core group/ GFPS members	No. of GFPS members trained on gender analysis - 100%% of GFPS members trained on gender analysis No. of GAD related documents created for gender analysis - at least 2	Not done Not done	50,000.00	0.00	

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17	Inadequate understanding of Gender Mainstreaming and Monitoring	No orientation on HGDG tools	Increase awareness on HGDG tools		Conduct HGDG tools training for core group/GFPS members	No. of GFPS members trained on HGDG tools - 100% of PNOC GFPS members trained on HGDG tools No. of GAD related documents created to subject to HGDG - At least 2	32 members of the PNOC GFPS attended a Seminar on Revisiting Gender Analysis and Overview of Harmonized Gender and Development Guidelines (HGDG) and its Application for PNOC GFPS (March 30, 2022) Not done	50,000.00	144,512.91	
18	Lack of GAD awareness among new PNOC workforce	Lack of training on GAD for new PNOC workforce	100% of current employees are given GAD awareness programs/trainings		Conduct GAD awareness trainings among new employees	No. of GAD activity - at least 2 GAD activities conducted - at least 2 GAD activities conducted No. of staff participation (sex disaggregated)- at least 30% of new hires have attended GAD trainings - at least 30% of new hires have attended GAD trainings	Use of Gender Fair Language (March 29, 2022) Target new hires - from 2019-2022 (58) Actual Attendance: 40	65,000.00	73,619.25	
SUB-TOTAL								1,511,000.00	707,522.64	GAA
TOTAL								1,511,000.00	707,522.64	

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