

COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT FY 2023

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: 1,049,710,973.00

Actual GAD Expenditure	1,392,315.65	Original Budget	182,760,613.41
		% Utilization of Budget	0.76

Actual GAA Expenditure	1,392,315.65	Original GAA Allocation	182,760,613.41
		% Utilization of Original	0.76

% of GAD Expenditure: 0.13%

Thank you for submitting your FY 2023 GAD Accomplishment Report (GAD AR). Please find below our comments for its enhancement as follows:

1. Please provide remarks for activities/project that were not done and accomplished.

2. Lastly, your GAD budget utilization is below 5%. We advise to please ensure the implementation of your committed GAD activities and include additional direct GAD activities that will address your clients' and employees' gender issues and concerns in the succeeding budget season.

Please 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.

Please note that this is already the first pass review. As stated in the Section 2.2 of PCW Memorandum Circular No. 2023-05: Submission of FY 2023 GAD Accomplishment Report:

"2.2 Once received, the PCW will review the GAD AR, provide comments, observations, and remarks before returning it to the agency. A maximum of two (2) passes of review will be undertaken by the PCW on the submitted GAD AR. This means that the first set of comments in the first pass, if there are any, should be considered/responded to in the second/final submission of the agency. The second/final GAD submission will be the basis for the final comments, observations, and remarks.

Hence, kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW which will be the basis in determining our final observations and remarks for the second and final pass review. Kindly return the enhanced document on or before May 15, 2024. Thank you.

GENERAL COMMENTS

Philippine
Commission on
Women

April 12, 2024

Thank you for submitting your FY 2023 GAD Accomplishment Report (GAD AR). Please find below our comments for its enhancement as follows:

1. Please provide remarks for activities/project that were not done and accomplished.

2. Lastly, your GAD budget utilization is below 5%. We advise to please ensure the implementation of your committed GAD activities and include additional direct GAD activities that will address your clients' and employees' gender issues and concerns in the succeeding budget season.

Please 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.

Please note that this is already the first pass review. As stated in the Section 2.2 of PCW Memorandum Circular No. 2023-05: Submission of FY 2023 GAD Accomplishment Report:

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Hence, kindly incorporate the requested changes in the GAD AR and send the enhanced document to PCW which will be the basis in determining our final observations and remarks for the second and final pass review. Kindly return the enhanced document on or before May 15, 2024. Thank you.

Thank you for submitting your enhanced FY 2023 Gender and Development (GAD) Accomplishment Report [GAD AR]. The Philippine Commission on Women (PCW) notes that some of the comments and recommendations have been considered in the enhancement of the GAD AR. Please note that we are no longer endorsing GAD ARs, but we still provide the following observations and comments for your guidance and reference in the implementation of your current programs, projects, and activities and/or in the formulation of your succeeding GAD plan/AR.

FINAL COMMENTS AND OBSERVATIONS

- Your GAD budget utilization is below the minimum 5%. Hence, we suggest for you to ensure the implementation of your committed GAD activities and 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 attributing some of your agency's major and flagship programs and projects to GAD by subjecting them 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 2023 GAD AR to pdpmcd.monitoring@pcw.gov.ph copy furnished the dd_operations@pcw.gov.ph

GENERAL
COMMENTS

Philippine
Commission on
Women

April 12, 2024

May 30, 2024

	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	RA6949 (Mandatory celebration of Women's Month)	To commemorate women's roles and contributions in the society with the partner communities.	PNOC ESB partner communities have increased appreciation on Women's Month/Women Empowerment and issues affecting women	Support to Operations	Information campaign at ESB	1 film showing sponsored by PNOC for partner community of ESB - with poster design, flyers and one tarpaulin developed and disseminated - Number of participants - at least 50 (Sex disaggregated) One information campaign in LGU conducted thru SME - with poster design, flyers and one tarpaulin developed and disseminated - Number of participants - at least 50 (Sex disaggregated)	On March 28, 2023, PNOC hosted two film showings of the Filipino indie movie "Sinandomeng" at Brgy. Mainaga (9AM-12NN) & Brgy. San Francisco (1PM-4PM) in Batangas. A total of 104 attendees were recorded. Last March 28, 2023, PNOC hosted two GAD Talks (R.A. 9262) at Brgy. Mainaga (9AM-12NN) & Brgy. San Francisco (1PM-4PM) in Batangas. A total of 104 attendees were recorded.	100,000.00 100,000.00	14,027.00 14,027.00	The attachment "GAD Talk and Film Showing - ESB Stakeholders (2023 National Women's Month)", includes the total amount of expenses, as well as the sex-disaggregated number of participants, for the activity.
2	RA6949 (Mandatory celebration of Women's Month)	To commemorate women's roles and contributions in the society with the partner communities.	PNOC PIP's partner communities have increased appreciation on Women's Month/Women Empowerment and issues affecting women	Support to Operations	Information campaign at PIP	1 film showing sponsored by PNOC for partner community of PIP - with poster design, flyers and one tarpaulin developed and disseminated - Number of participants - at least 50 (Sex disaggregated) One information campaign in LGU conducted thru SME - with poster design, flyers and one tarpaulin developed and disseminated - Number of participants - at least 50 (Sex disaggregated)	Last March 29, 2023, PNOC hosted a film showing of the Filipino indie movie "Sinandomeng" at Brgy. Lamao (9AM-12NN) in Mariveles, Bataan. The same activity that was planned to be conducted on the same day in the afternoon at Brgy. Batangas Dos in Bataan was moved to April 12, 2023, due to an unexpected electricity problem. A total of 133 attendees were recorded. Last March 29, 2023, PNOC hosted a GAD Talk (R.A. 9262) at Brgy. Lamao (9AM-12NN) in Mariveles, Bataan. The same activity that was planned to be conducted on the same day in the afternoon at Brgy. Batangas Dos in Bataan was moved to April 12, 2023, due to an unexpected electricity problem. A total of 133 attendees were recorded.	100,000.00 100,000.00	22,102.00 22,102.00	The attachment "GAD Talk and Film Showing - PIP Stake holders (2023 National Women's Month)", includes the total amount of expenses, as well as the sex-disaggregated number of participants, for the activity.
3	Gender issues of PNOC host communities are not identified/ established	Insufficient documented information to identify gender issues of partner communities of PNOC Energy Supply Base (ESB) in Mabini Batangas	Gender issues of partner communities of ESB identified	Support to Operations	Conduct of information and consultation with LGU/clients/stakeholders at PNOC Energy Supply Base (ESB) to identify gender issues	No. of respondents (Sex disaggregated) - at least 30 respondents	Not Done	100,000.00	0.00	Deferred due to the new set of perspectives brought by the newly appointed PCEO and GFPS Chairperson.

	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)
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COMMENTS:

Column 12: Hans Elijah R. Matela	[Apr 12 2024 9:54:28 AM]:	Please provide remarks why the activity was not done.								
4	Gender issues of PNOC host communities are not identified/ established	Insufficient documented information to identify gender issues of partner communities of PNOC Industrial Park (PIP) in Bataan	Gender issues of partner communities of PIP identified	Support to Operations	Conduct of information and consultation with LGU/clients/stakeholders at PNOC Industrial Park (PIP) to identify gender issues	No. of respondents (Sex disaggregated) - at least 30 respondents	Not done.	100,000.00	0.00	Deferred due to the new set of perspectives brought by the newly appointed PCEO and GFPS Chairperson.

COMMENTS:

Column 12: Hans Elijah R. Matela	[Apr 12 2024 9:54:34 AM]:	Please provide remarks why the activity was not done.								
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ORGANIZATION-FOCUSED ACTIVITIES

5	Gender Mainstreaming efforts are not adequately planned, implemented and monitored	Lack of adequate human resources to plan, implement and monitor GAD activities.	Re-distribute GAD related tasks to other employees who will be members of the GFPS TWG and Secretariat	General Administration and Support Services	Reconstitute GFPS	Prepare, secure approval and issue memo and special order for reconstituted GFPS	The PNOC GFPS was reconstituted on August 18, 2023. This was institutionalized by Special Order 2023-08-066, released on the aforementioned date.	5,000.00	48.66	
6	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	General Administration and Support Services	Completion of merit, promotion and selection plan	Merit, promotion and selection plan	On October 24, 2023, PNOC's expanded MANCOM conducted a meeting on various company agendas, including the completion of the merit, promotion, and selection plans which have been presented to the board of directors and the corporate secretary. They are still currently under evaluation.	10,000.00	0.00	
7	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	General Administration and Support Services	Maintenance of GAD corner	GAD Corner at Bulletin Board in the PNOC Lobby - maintained quarterly	The GAD corner at the bulletin board in the PNOC lobby has been maintained monthly by two members of the PNOC-GFPS. There has been no actual expenses in the improvement of the bulletin board as the GAD-related contents were produced by utilizing company supplies and equipment such as few bond papers, board pins, printers, and ink. The attached file contains the computation for the prorated man-hour spent of the employees for the conduct of the activity.	10,000.00	8,358.36	
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	General Administration and Support Services	Maintenance of GAD Section in Website	GAD Section in PNOC Website maintained and updated - maintained quarterly	Throughout the year 2023, the PNOC-GFPS successfully updated the GAD section on the PNOC website. Posted GAD-related contents include quarterly GAD accomplishment reports, memoranda and files related to GAD, and company GAD statistics.	5,000.00	8,265.52	

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9	PNOC has no approved 6 year GAD Agenda/RA 9710 (2022-2027)	Previous GAD Agenda not completed	President approved PNOC GAD Agenda	General Administration and Support Services	Workshop-Review and finalization of 6 year GAD Agenda	6 year GAD Agenda prepared - approved by President	The PNOC is still in the process of formulating its 6-year GAD agenda. With the company entering a transformative phase under the new President's directorship, creating the 6-year GAD roadmap will require additional time. New projects focusing on the amplification of renewable energy utility demand a significant amount of work, yet they also present an opportunity for the company to effectively integrate GAD and contribute to our nation's goal of gender equality and women's empowerment.	150,000.00	0.00	
10	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	General Administration and Support Services	Conduct of review and enhancement of Employee Orientation Module	Employee Orientation Module Integrating GAD	The Personnel Services Division of PNOC successfully integrated GAD into its New Employee Orientation (NEO) materials. On page 55 of the PNOC Employee Handbook, the company reaffirms its commitment and support for the Gender and Development program of the country, along with addressing key aspects of women's empowerment. This commitment is also highlighted in the recently produced video material for new employee orientation.	10,000.00	42,299.39	
11	Lack of organization-issued policies for full integration / mainstreaming of GAD in PNOC programs, projects and activities	Framework for mainstreaming GAD in PNOC P/APs not well structured	To develop policies supporting full integration/mainstreaming of GAD in P/A/Ps of PNOC	General Administration and Support Services	Hold/attend workshop to create policies supporting gender mainstreaming and/or review existing policies for consistency with emerging GAD issues	No. of employees participated - at least 80% of employees in Head Office, ESB and PIP (sex disaggregated) No. of policies issued and reviewed reflecting the organization's interest in gender mainstreaming - at least 5 policies issued/reviewed	Not Done. Not Done.	100,000.00	0.00	Deferred to provide ample time for our new PCEO and GFPS Chairperson to get familiarized with the company's GAD PAPs and be able to make appropriate decisions toward effective and efficient gender mainstreaming.
COMMENTS:										
Column 12: Hans Elijah R. Matela	[Apr 12 2024 9:56:08 AM]:		Please provide remarks why the activity was not done.							
12	Low awareness on activities and advocacies among GFPS members	Limited participation of GFPS members on GAD-related activities and advocacies	Active participation of all GFPS members on GAD related activities and advocacies	General Administration and Support Services	Quarterly meeting of GFPS EXECOM	No. of members who actively participated in the quarterly and monthly meetings - at least 75% of the members attended regularly	The PNOC-GFPS conducted a total of 21 meetings throughout the year 2023. Of all the GAD meetings held, members participation averaged for about 29%. The list of all the conducted meetings, together with the computation of the percentage of members' participation, are in the attached file below.	50,000.00	135,885.77	

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13	Inadequate understanding of Gender Mainstreaming and Monitoring	Mostly newly appointed GFPS members with limited hands on experience on Gender Mainstreaming	GFPS members are capacitated to perform their functions and responsibilities	General Administration and Support Services	Training for GFPS staff (Workshop on GAD Agenda, Gender Analysis/Audit, and GAD Planning and Budgeting)	Percentage of GFPS members who attended training - 100% attendance Number of GAD related documents created - Company's 6 year GAD Agenda (2023-2027) is created	PNOC was not able to organize in-house training/workshops for its GFPS members. Despite the situation, 24% of GFPS members were able to attend some of the PCW hosted webinars. The list of the webinars attended and the number of members that were able to attend are in the attached file. Not done.	100,000.00	20,584.62	
14	Inadequate understanding of Gender Mainstreaming and Monitoring	No orientation on HGDG tools	Increase awareness on HGDG tools	General Administration and Support Services	Conduct of HGDG tools training for core group/GFPS members (Part 2)	No. of GFPS members trained on HGDG tools - 100% of PNOC GFPS members trained on HGDG tools No. of projects subjected to HGDG - at least 2	On November 20-21, 2023, PNOC's Personnel Services Division organized a 2-day HGDG Training Workshop for GFPS members, facilitated by a PCW-certified resource person. 24 out of 28 GFPS members attended, representing 86% participation. The workshop guided GFPS members in conducting gender analysis for three prospective energy projects: Off-Shore Wind Integrated Port Project, Rooftop Solar Photovoltaic Project for Government Agencies, and Retail Energy Supplier Project. Group 2 demonstrated the most effective application of the HGDG tool in the "Rooftop Solar Photovoltaic Project for Government Agencies."	50,000.00	292,734.62	
15	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	General Administration and Support Services	Conduct of GAD awareness trainings among new employees	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	Only one GAD awareness activity was conducted for new employees. The PNOC-GFPS successfully conducted an in-house talk on "Basic GAD Concepts and Issues" for the company's new employees, as part of the series of events for the 2023 18-Day Campaign to End VAW. The talk was facilitated by one of the PNOC Executive Committee. Out of the 40 new employees, 31 attended the talk. This equates to the 78% of attendance.	50,000.00	7,574.54	

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16	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 contribution to society	General Administration and Support Services	Conduct of Participation in Women's Month Activities (following PCW Guidelines on Womens Month)	<p>Number of Activities participated by PNOC employees - at least 2 activities conducted</p> <p>Number of employees participated - at least 80% of employees in Head Office, ESB and PIP (sex disaggregated)</p>	<p>PNOC employees participated in three activities namely: 1. Online Group Viewing of PCWs DigitALL Forum Series & Post Talk Activity at the PNOC Mini Theater - Chat GE: Talk about Gender Equality (March 15, 2023) - Safe in Tech, Innovation, and Cyberspace (March 22, 2023) - KasamaALL: Inclusivity in Innovation and Technology (March 29, 2023) 2. Film Showing: "Sinandomeng" First Screening (March 27, 2023) Second Screening (March 29, 2023) Third Screening (March 30, 2023) Fourth Screening (March 31, 2023) 3. SHE-RO Poster Making Contest Duration: March 6-17, 2023 Deadline of Submission of Entries: March 17, 2023 Awarding of Winners: March 27, 2023</p> <p>1. Online Group Viewing of PCWs DigitALL Forum Series & Post Talk Activity at the PNOC Mini Theater Talk 1 - 44% of employees participated Talk 2 - 55% of employees participated Talk 3 - 44% of employees participated 2. Film Showing: "Sinandomeng" 112 (65 female and 47 male) out of 144 employees, were able to attend the film showing activity. This equates to 78% of participation. 3. SHE-RO Poster Making Contest 82% of the company departments participated and submitted their entries.</p>	300,000.00	242,921.56	

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17	RA 10398 or 18-Day Campaign to End VAW November 25 to 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 VAWC	PNOC employees have increased awareness on VAW	General Administration and Support Services	Conduct of Participation in the Commemoration of 18-Day Campaign to End VAW	<p>Number of Activities participated by PNOC employees - at least 2 activities conducted</p> <p>Number of employees participated - at least 80% of employees in Head Office, ESB and PIP (sex disaggregated)</p>	<p>The PNOC-GFPS was able to organize a total of seven (7) activities that the employees had participated into: 1. Virtual In-House Training Programs - Policies/Issuances Fostering GAD Advocacy and Orientation on Special Leave Benefits for the Public Sector (November 29, 2023) - Basic GAD Concepts and Issues (November 30, 2023) - R.A. 11313 or The Safe Spaces Act (December 1, 2023) 2. Self-Defense Training Sessions (December 11, 2023) - Batch 1 (2:00 PM-3:00 PM) - Batch 2 (3:00 PM-4:00 PM) 3. Spoken Word Poetry Contest (December 12, 2023) 4. Human Papilloma Virus (HPV) Talk (December 5, 2023) 5. Digging the Past to Deal with the Present: Unearthing Crucial Lessons from Abusive Situations (December 7, 2023) 6. Culminating Activity (December 12, 2023) 7. Book Giveaway for One Family Dependent (8-15 yrs old) of the Employees</p> <p>Talk on Policies/Issuances Fostering GAD Advocacy and Orientation on Special Leave Benefits for the Public Sector (November 29, 2023) - 51% of employees attended Talk on Basic GAD Concepts and Issues (November 30, 2023) - 78% of new employees attended Talk on R.A. 11313 or The Safe Spaces Act (December 1, 2023) - 45% of employees attended Self-Defense Training Sessions (December 11, 2023) - 21% of employees attended Spoken Word Poetry Contest (December 12, 2023) -45% of employees participated Human Papilloma Virus (HPV) Talk (December 5, 2023) - 36% of employees attended Digging the Past to Deal with the Present: Unearthing Crucial Lessons from Abusive Situations (December 7, 2023) - 32% of employees attended Culminating Activity (December 12, 2023) - 68% of employees attended</p>	300,000.00	172,626.03	
18	MCW Chapter IV, Sec. 36(c) - Generation and Maintenance of GAD Database	No automated GAD Database system	Established PNOC GAD Database as platform in the formulation and implementation of policies, plans and programs	General Administration and Support Services	Creation of GAD Sex Disaggregated Database for Client and Organization Focused PPAs	GAD Database is established - No. of sex disaggregated data generated - at least 3 updates	From May to September last year, the PNOC-GFPS conducted a comprehensive company-wide survey among its employees. The survey aimed to collect insights on gender-related issues both at work and at home and to identify areas where the company could enhance its policies, practices, and activities to support gender equality. The 2023 PNOC GAD Survey Report has been completed and is currently under review for approval recommendation.	5,000.00	78,624.50	

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19	Need to orient PNOG employees on Special Leave provided under various laws, rules and regulations: 1. Maternity Leave under Republic Act No. 11210; 2. Paternity Leave; 3. Special leave benefits for women who have undergone surgery for gynecological disorders under The Magna Carta of Women; 4. Solo parent leave; 5. Rehabilitation leave; 6. VAWC Leave; etc	Limited knowledge of PNOG personnel on various leave benefits for workers in public sector	Heightened awareness of PNOG personnel on various leave benefits for workers in public sector	General Administration and Support Services	Conduct orientations and fora on special leave benefits and privileges for the public sector	Number of employees participated - at least 80% of employees in Head Office, ESB and PIP (sex disaggregated)	As part of the 2023 18-Day Campaign to End VAW, PNOG-GFPS arranged an online talk by one of the company attorneys on "Policies Fostering GAD Advocacy and Orientation on Special Leave Benefits for the Public Sector." The talk was conducted via Zoom and successfully attended by employees from various locations, including the Head Office, Energy Supply Base in Batangas, and Industrial Park in Bataan. A total of 80 employees (48 female and 32 male) attended the talk, representing 52% of the total employee count.	50,000.00	52,877.23	
20	Republic Act No. 11210: An Act Increasing the Maternity Leave Period to One Hundred Five (105) Days for Female Workers with an Option to Extend for an Additional Thirty (30) Days Without Pay, and Granting an Additional Fifteen (15) Days for Solo Mothers, and for Other Purposes.	PNOG's profile is gearing towards younger generations, a surge in availment of maternity leave is expected	To provide availment of maternity leave benefits. The workplace is responsive to the needs of women employees.	General Administration and Support Services	Leave benefits afforded to employees availing of maternity leaves.	Percentage of leave applications approved - 100%	For the year 2023, only one employee applied to avail the maternity leave. The approved leave lasted for a span of 60 days. Since there is only one application for the availment of the leave and it was approved, the PNOG achieved a total of 100% in terms of maternity leave applications approval. Computation of cost is included in the attached file.	282,313.98	87,373.64	
21	Republic Act No.8187: or Paternity Leave for 1996	Need to comply with Republic Act No. 8187 which would provide Paternity Leave for all married employees.	To provide availment of paternity leave benefits for qualified male employees.	General Administration and Support Services	Leave benefits afforded to employees availing of paternity leaves	Percentage of leave applications approved - 100%	For the year 2023, only one employee applied to avail the paternity leave. The approved leave lasted for a span of 4 days. Since there is only one application for the availment of the leave and it was approved, the PNOG achieved a total of 100% in terms of paternity leave applications approval. Computation of cost is included in the attached file.	22,824.20	1,167.86	
22	Section 18 of Republic Act No. 9710: The Magna Carta of Women, provides for special leave benefits for women who have undergone surgery for gynecological disorders	Need to comply with Republic Act No. 9710: The Magna Carta of Women, which provides for special leave benefits for women	To provide availment of special leave for women for female employees	General Administration and Support Services	Leave benefits afforded to employees who avail of gynecological disorders	Percentage of leave applications approved - 100%	No employee availed of the special leave for gynecological disorders in 2023.	171,087.80	0.00	
23	Lack of organized presence for full integration /mainstreaming of GAD in PNOG programs, projects and activities.	GAD room not being improved and maintained as venue for GFPS members to converge	To make available a dedicated office providing administrative and logistical services, as well as the preparation and documentation for GFPS TWG meetings. To recognize the importance of GAD as part of the organization and ensure smooth implementation of GAD-related programs and projects	General Administration and Support Services	GAD room maintained and improved	Maintenance / Improvement of GAD Room and putting up of equipment	On May 17, 2023, the PNOG GFPS-TWG Chairperson requested office furniture for the GAD room. Additionally, some GFPS members purchased paintings centered on women's empowerment and installed them within the GAD room. Furthermore, a framed group picture of previous GFPS members was prominently displayed in the room.	50,000.00	19,221.15	

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24	Lack of adequate human resources to assist the GFPS.	The current GFPS Secretariat members have other numerous and urgent work assignments.	To provide additional assistance to the GFPS	General Administration and Support Services	Hire a full-time contractual personnel to be primarily responsible in assisting PNOC in its GAD activities and preparation of reports	Hire contractual personnel (Jan-December) - 1 contractual personnel	The PNOC successfully hired a Gender and Development (GAD) Specialist and started reporting to work last August 11, 2023.	405,000.00	149,494.20	

ATTRIBUTED PROGRAM

25					ESB Port Development Project			180,034,387.43	0.00	Not Accomplished. The non-accomplishment was a result of the new directive of the PNOC board of directors to repurpose the ESB Port as an offshore wind integrated port to support the development of the offshore wind industry in the country.
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COMMENTS:

Column 12: Hans [Apr 12 2024 9:57:11 AM]: Please provide remarks why the project was not accomplished.
Elijah R. Matela

SUB-TOTAL	180,034,387.43	0.00	GAA
	2,726,225.98	1,392,315.65	Corporate Funds
TOTAL	182,760,613.41	1,392,315.65	

Prepared By:


Josieta R. Baguio

Records Officer IV/OIC-HRMO V/PNOC GFPS-TWG Chairperson

Approved By:


Oliver B. Butalid
President and CEO/PNOC GFPS Chairperson

Date

05/30/2024