

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET

FY 2019

Sequence No.: 2019-007291

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: 494,089,000.00

Total GAD Budget 1,080,704.00 Primary Sources 1,080,704.00

Other Sources 0.00

% of GAD Allocation: 0.22%

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
1	2	3	4	5	6	7	8	9
CLIENT-FOCUSED ACTIVITIES								
1	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	Assessment of the existing PNOC-CSR manual using the HGDG	PNOC-CSR manual has undergone HGDG	GAA 58,180.00	GAA Corporate Communication/GFPS/HR

ORGANIZATION-FOCUSED ACTIVITIES



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS

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2	PNOC employees have limited knowledge / appreciation on GAD	PNOC staff have limited access to GAD information	PNOC staff have increased appreciation on GAD	GASS:	Conduct of GAD Orientation	No. of staff participation (sex disaggregated) - All employees have attended GAD orientation (sex disaggregated) No. of GAD activity -at least 2 GAD activities conducted within the year- at least 2 GAD activities conducted within the year	136,500.00	GAA	GFPS/TWG and HR
3	PNOC employees have limited knowledge / appreciation on GAD	PNOC staff have limited access to GAD information	PNOC staff have increased appreciation on GAD	GASS:	Maintenance of GAD Corner	1 GAD Corner maintained quarterly	10,000.00	GAA	Corporate Communication/GFPS/TWG
4	PNOC employees have limited knowledge / appreciation on GAD	PNOC staff have limited access to GAD information	PNOC staff have increased appreciation on GAD	GASS:	Maintenance of GAD Section in Website	1 GAD Section in PNOC Website maintained and updated quarterly	0.00	GAA	GFPS/TWG and MIS



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5	Program implementers have limited knowledge on GAD (in anticipation of reorganization)	Program implementers have limited access to GAD trainings.	Program implementers have increased knowledge and appreciation on GAD	GASS:	Conduct of GST for program implementers	No. of GST conducted- 1 GST conducted by July No. of program implementers trained - all GFPS members trained	58,180.00	GAA	GFPS/TWG and HR
6	PNOC has no GAD Monitoring and Evaluation System	GFPS is newly reconstituted	GAD Database for Monitoring and Evaluation is in place	GASS:	Establishment of Monitoring and Evaluation System	Number of GAD database for M and E systemTimeline for completion- 1 GAD Knowledge Management System in place by November	12,000.00	GAA	GFPS/TWG



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7	RA 10398 or 18-Day Campaign to End VAW *November 25-December 12	PNOC employees have limited awareness on VAW	PNOC employees have increased awareness on VAW	GASS:	Conduct of/Participation in the Commemoration of 18-Day Campaign to End VAW	No. of Activities participated byPNOC employees - at least 2 activities- at least 2 activities conducted No. of staff participated (sex disaggregated) - at least 50 employees have participated	120,000.00	GAA	GFPS/TWG and HR
8	RA 6949 (Mandatory celebration of women's month)	To commemorate women's roles and contribution in society	PNOC Employees have increased appreciation women's contributionsin society	GASS:	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)	120,000.00	GAA	GFPS/TWG and HR



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9	Committee on Decorum and Investigation (CODI) and GFPS members have limited knowledge on how to handle sexual harassment cases/Republic Act 7877, Anti-Sexual Harassment Act of 1995	CODI and GFPS are newly reconstituted.	CODI and GFPS members are able to perform their responsibilities	GASS:	Capacity building of CODI/GFPS members	Conduct of capacity building of CODI/GFPS- at least 30 pax attended the program	61,840.00	GAA	HR and GFPS/TWG/CODI
10	PNOC has no GAD Agenda/RA 9710	GFPS is newly reconstituted	PNOC GAD Agenda is in place	MFO: Support to Operations (STO)	Approved 3-Year	3 year GAD agenda prepared for BOD approval- by 2nd Quarter	128,360.00	GAA	GFPS/TWG and HR
11	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 (STO)	Conduct of Gender Audit	PNOC GMEF Level identified by August	10,000.00	GAA	GFPS/TWG



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12	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 (STO)	Conduct of quarterly GFPS meeting 1 GAD Year End Assessment cum Planning	No. of meetings conducted - 4 GFPS meetings- No. of meetings conducted - 4 GFPS meetings No. of GAD reports completed and endorsed to PCW - 1 GAD Accomplishment Report updated (2018), 2 GPBs completed (2019 and 2020), 1GPB implemented (2019)	50,000.00	GAA	GFPS/TWG
13	PNOC GFPS' IPCRs do not reflect GAD Targets	GFPS is newly reconstituted	PNOC GFPS IPCRs are integrated with GAD Targets	MFO: Support to Operation	integration of GAD Targets in the IPCR of GFPS members	No. of IPCR's with GAD Targets - 30 IPCRs of GFPS	2,250.00	GAA	GFPS/TWG and PMT



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14	PNOC has no GAD in the orientation module for new employees	HR is not aware 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 (STO)	Conduct of review and enhancement of Employee Orientation Module	Employee Orientation Module integrating GAD	11,000.00	GAA	GFPS/TWG and HR
15	Gap in strengthening and institutionalizing GAD in PNOC	Lack of HR personnel to assist in the GFPS Secretariat Services due to other committee involvement	Increase the capacity of GFPS Secretariat to provide support with the GFPS and compliance to GAD requirements and deliverables.	GASS:	Hiring of Job Order for 10 months	No. of staff hired - at least 1 JO hired	228,294.00	GAA	HR and GFPS/TWG
16	PNOC-GFPS members have limited knowledge on their role/responsibilities/PCW Memorandum Circular No. 2011-01	There is lack of capacity development for GFPS members	GFPS members made aware of their roles and responsibilities	MFO: GASS	Capability Development / Deepening Session for GFPS	1 GFPS Capability Development / Deepening Session Enhanced 2019 GAD Plan and Budget - at least 30 employees trained	74,100.00	GAA	GFPS/HR
SUB-TOTAL							1,080,704.00	GAA	
TOTAL GAD BUDGET							1,080,704.00		



Prepared By:

Approved By:

Date

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03/22/2019

