

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2020**

**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:** 1,024,131,000.00

**Total GAD Budget** 2,630,250.00 **Primary Sources** 2,630,250.00

**Other Sources** 0.00

**% of GAD Allocation:** 0.26%

|                                  | Gender Issue<br>/GAD Mandate  | Cause of<br>Gender Issue   | GAD Result<br>Statement<br>/GAD Objective   | Relevant Organization<br>MFO/PAP or PPA | GAD Activity  | Performance<br>Indicators<br>/Targets  | GAD Budget | Source<br>of Budget | Responsible Unit<br>/Office              |
|----------------------------------|---|--|---|---|---|--|------------|---------------------|--|
|                                  | 1   | 2  | 3   | 4                                       | 5   | 6  | 7          | 8                   | 9  |
| <b>CLIENT-FOCUSED ACTIVITIES</b> |   |  |   |   |   |  |            |                     |  |
| 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 - at least 20 women from communities around ESB-Mabini Batangas | 120,000.00 | GAA                 | PNOC-GFPS in coordination with ESB Staff |

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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 | 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          | 30,000.00        | GAA                      | PNOC-GFPS(Lead:SMO-CORPREL)              |
| 3                         | 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 - at least 30 respondents | 100,000.00       | GAA                      | PNOC-GFPS in coordination with ESB Staff |

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|--|--|---|---|---|--|---|------------|---------------------|--|
|  | 1  | 2   | 3   | 4                                       | 5  | 6   | 7          | 8                   | 9  |
| 4                                      | Gender issues of<br>PNOC host<br>communities are<br>not identified/<br>established | Lack of<br>purposive effort<br>of program<br>implementer to<br>identify gender<br>issues of<br>partner<br>communities<br>affected by the<br>transition<br>program of<br>PNOC (mother<br>company) in<br>Bataan | Gender issues of<br>partner<br>communities<br>affected by the<br>transition program<br>identified | PAP: Corporate<br>Social Responsibility | Conduct of<br>information and<br>consultation with<br>clients/<br>stakeholders at<br>PNOC Park in<br>Bataan to identify<br>gender issues | No. of<br>respondents - at<br>least 30<br>respondents   | 100,000.00 | GAA                 | PNOC-GFPS in coordination with<br>PNOC Industrial Park Staff |
| <b>ORGANIZATION-FOCUSED ACTIVITIES</b> |  |   |   |   |  |   |            |                     |  |
| 5                                      | RA 10398 or<br>18-Day Campaign<br>to End VAW<br>*November<br>25-December 12        | Need to<br>continuously<br>update and<br>inform<br>employees on<br>the issue of<br>VAW  | PNOC employees<br>have increased<br>awareness on<br>VAW   |   | Conduct<br>of/Participation in<br>the Observance<br>of 18-Day<br>Campaign to End<br>VAW  | No. of Activities<br>participated by<br>PNOC<br>employees - at<br>least 2 activities<br>conducted<br><br>No. of staff<br>participated (sex<br>disaggregated) -<br>at least 40<br>employees have<br>participated | 200,000.00 | GAA                 | GFPS/TWG and HR  |

|   | Gender Issue<br>/GAD Mandate   | Cause of<br>Gender Issue   | GAD Result<br>Statement<br>/GAD Objective  | Relevant Organization<br>MFO/PAP or PPA | GAD Activity   | Performance<br>Indicators<br>/Targets  | GAD Budget | Source<br>of Budget | Responsible Unit<br>/Office |
|---|--|--|--|---|--|--|------------|---------------------|-----------------------------|
|   | 1  | 2  | 3  | 4                                       | 5  | 6  | 7          | 8                   | 9                           |
| 6 | RA 6949<br>(Mandatory<br>celebration of<br>women's month)  | To<br>commemorate<br>women's roles<br>and contribution<br>in society | PNOC Employees<br>have increased<br>appreciation on<br>women's<br>contributions to<br>society                        |   | Conduct<br>of/Participation in<br>Women's Month<br>Activities<br>(following PCW<br>Guidelines on<br>Women's Month) | Number of<br>employees<br>participated - at<br>least 50<br>employees<br>participated in<br>the activities (sex<br>disaggregated) | 200,000.00 | GAA                 | GFPS/TWG and HR             |
| 7 | Gender<br>Mainstreaming<br>efforts are not<br>adequately planned,<br>implemented and<br>monitored by the<br>GFPS | GFPS is newly<br>reconstituted                                       | Gender<br>Mainstreaming<br>(GM) efforts are<br>adequately<br>planned,<br>implemented and<br>monitored by the<br>GFPS | MFO: Support to<br>Operations (STO)     | Conduct of<br>Gender Audit   | PNOC GMEF<br>Level identified-<br>by August 2020   | 10,000.00  | GAA                 | GFPS/TWG                    |



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|---|--|-------------------------------------|---|--------------------------------------|--|---|------------|------------------|--------------------------|
|   | 1  | 2                                   | 3   | 4                                    | 5  | 6   | 7          | 8                | 9                        |
| 8 | 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<br><br>No. of GAD reports completed and endorsed to PCW - 1 GAD Accomplishment Report(2019), 1 GPB completed (2021), 1 GPB implemented (2020) | 50,000.00  | GAA              | GFPS/TWG                 |
| 9 | 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 |                                      | Profiling of PNOC employee sex disaggregated data                        | No. of PNOC employee profiled   | 12,000.00  | GAA              | HR and MIS               |

|    | 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                        |
| 10 | 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<br><br>No. of staff participation (sex disaggregated) at least 30% of new hires have attended GAD trainings | 65,000.00  | GAA              | GFPS/TWG and HR          |
| 11 | 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 |                                      | Conduct of consultative meetings, surveys, interviews | Number of existing programs implemented  | 10,000.00  | GAA              | HR and Senior Management |
| 12 | 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               | Number of policies and Implementing Rules and Regulations issued   | 10,000.00  | GAA              | HR and Senior Management |

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|    | 1   | 2   | 3  | 4                                       | 5  | 6  | 7          | 8                   | 9  |
| 13 | 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 | Inclusion in the PNOC Corporate Governance Policy              | 5,000.00   | GAA                 | Office of the Corporate Secretary                |
| 14 | 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                        | 1 GAD Corner maintained quarterly                              | 10,000.00  | GAA                 | SMO-Corporate Relations in coordination with MIS |
| 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 Section in Website            | 1 GAD Section in PNOC Website maintained and updated quarterly | 5,000.00   | GAA                 | GFPS/TWG and MIS                                 |

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| 16 | 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 | No. of reports submitted to GFPS and CSC - 4 quarterly monitoring reports               | 10,000.00  | GAA                 | HR and GFPS/TWG             |
| 17 | PNOC has no approved 6 year GAD Agenda/RA 9710 (2020-2025)   | Still for completion  | Board approved PNOC GAD Agenda   | MFO: Support to Operations (STO)        | Workshop-Review and finalization of 6 year GAD agenda                | Board-approved 6 year GAD agenda - by end of 2nd quarter                                | 130,000.00 | GAA                 | GFPS/TWG and HR             |
| 18 | PNOC GFPS' IPCRs do not reflect GAD Targets  | GFPS is newly reconstituted   | PNOC GFPS IPCRs are integrated with GAD Targets                        | MFO: Support to Operations (STO)        | Integration of GAD Targets in the IPCR of GFPS members               | No. of IPCRs with GAD Targets - 30 IPCRs of GFPS  | 2,250.00   | GAA                 | GFPS/TWG and PMT            |
| 19 | 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 - 1 Employee Handbook with GAD per employee | 11,000.00  | GAA                 | GFPS/TWG and HR             |



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| 20               | EO340 dated February 5, 1997 - Establishment of Day Care Center in all government agencies and GOCC's | Working mom's office attendance affected by need to care for children | Daycare & breastfeeding center for working moms |   | Site and TOR for Daycare and breastfeeding Center determined | Planning, design and development of TOR for day care and breastfeeding center - 1 TOR completed<br><br>Crafting of policy guidelines on availment of day care and breastfeeding center services - 1 policy issued<br><br>Consultation meetings (internal-external) - at least 6 meetings | 50,000.00    | GAA                 | HR in coordination with GSD |
| 21               | Lack of in-house GAD SME  | No internal SME on GAD  | Availability of in-house GAD SME from GFPS      |   | Attendance to 1 local &/or 1 international training          | Trained GFPS SMEs - At least 5 GFPS-TWG members  | 1,500,000.00 | GAA                 | HR                          |
| SUB-TOTAL        |   |   |   |   |  |  | 2,630,250.00 | GAA                 |                             |
| TOTAL GAD BUDGET |   |   |   |   |  |  | 2,630,250.00 |                     |                             |

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Date