

ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET

FY 2021

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: 613,182,000.00

Total GAD Budget 3,130,250.00 Primary Sources 3,130,250.00

Other Sources 0.00

% of GAD Allocation: 0.51%

	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	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	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	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	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	400,000.00	GAA	GFPS(Lead:SMO-CORPREL)

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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 30respondents	100,000.00	GAA	PNOC-GFPS in coordination with ESB Staff
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	100,000.00	GAA	PNOC-GFPS in coordination with PNOC Industrial Park Staff

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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)	200,000.00	GAA	GFPS/TWG and HR
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	200,000.00	GAA	GFPS/TWG and HR

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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	10,000.00	GAA	GFPS/TWG
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)	50,000.00	GAA	GFPS/TWG

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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 statistical data analysis qualitative and quantitative Upgrading the existing HRIS to include the GAD database	No. of sex-disaggregated data generated - At least 3	12,000.00	GAA	HR and MIS
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	100,000.00	GAA	GFPS-TWG and HR

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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	65,000.00	GAA	GFPS/TWG and HR
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 Consultation meetings (internal and external)	Number of policies and Implementing Rules and Regulations issued	10,000.00	GAA	HR and Senior Management

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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	5,000.00	GAA	Office of the Corporate Secretary
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	10,000.00	GAA	SMO-Corporate Relations in coordination with MIS
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	5,000.00	GAA	GFPS/TWG and MIS

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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	10,000.00	GAA	HR and GFPS/TWG
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	130,000.00	GAA	GFPS/TWG and HR
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	2,250.00	GAA	GFPS/TWG and PMT
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	11,000.00	GAA	GFPS/TWG and HR

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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	50,000.00	GAA	GFPS/TWG/HR and GSD
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 &/or 1 international training	No. of target trainee - At least 5 trained GFPS SMEs	1,500,000.00	GAA	GFPS-TWG and HR

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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	10,000.00	GAA	HR and Senior Management
SUB-TOTAL							3,130,250.00	GAA	
TOTAL GAD BUDGET							3,130,250.00		

Prepared By:	Approved By:	Date

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