

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2022**

Organization: Philippine National Oil Company

Organization Category: National Government, GOCC with Budgetary Support

Organization Hierarchy: Department of Energy, Philippine National Oil Company

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

Total GAD Budget	1,511,000.00	Primary Sources	1,511,000.00
		Other Sources	0.00

% of GAD Allocation: 0.12%

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	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: 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	100,000.00	GAA	PNOC GFPS in coordination with ESB Staff
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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	PAP: 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	100,000.00	GAA	PNOC GFPS in coordination with PIP Staff

ORGANIZATION-FOCUSED ACTIVITIES

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	200,000.00 200,000.00	GAA	PNOC GFPS
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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	No. of Activities participated by PNOC employees - at least 2 conducted - at least 2 conducted 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	200,000.00 200,000.00	GAA	PNOC GFPS
5	Gender Mainstreaming efforts are not adequately planned, implemented and monitored by the GFPS	Gender Mainstreaming efforts are not adequately planned, implemented and monitored by the GFPS	GFPS is newly reconstituted	MFO: 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	5,000.00	GAA	PNOC GFPS

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6	Gender Mainstreaming efforts are not adequately planned, implemented and monitored by the GFPS	Gender Mainstreaming efforts are not adequately planned, implemented and monitored by the GFPS	GFPS is newly reconstituted	MFO: 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	270,000.00	GAA	ADMIN-PSD
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	10,000.00	GAA	PNOC GFPS
8	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 - GAD Corner maintained quarterly	10,000.00	GAA	PNOC GFPS

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9	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 - GAD Section in PNOC Website maintained and updated quarterly	10,000.00	GAA	PNOC GFPS
10	PNOC has no approved 6 year GAD Agenda/RA 9710 (2022-2027)	Previous GAD Agenda not completed	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 - 6 year GAD agenda for BOD approval - approved by end of the year	130,000.00	GAA	PNOC GFPS
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	11,000.00	GAA	ADMIN-PSD

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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	100,000.00	GAA	ADMIN-PSD
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	50,000.00	GAA	PNOC GFPS

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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, HRIS upgraded with GAD Database - HRIS upgraded with GAD Database	No. of sex-disaggregated data generated - At least 3 updates - At least 3 updates	100,000.00	GAA	ADMIN-PSD
15	Need to harmonize 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 memberstrained on gender sensitivity	50,000.00	GAA	PNOC GFPS

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16	Need to harmonize 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	50,000.00	GAA	PNOC GFPS
17	Need to harmonize 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 memberstrained on HGDG tools No. of GAD related documents created to subject to HGDG - At least 2	50,000.00	GAA	PNOC GFPS

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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	65,000.00	GAA	PNOC GFPS
SUB-TOTAL							1,511,000.00	GAA	
TOTAL GAD BUDGET							1,511,000.00		

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