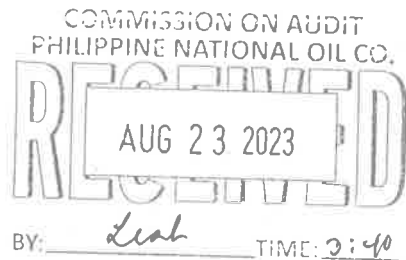


August 18, 2023

MR. JONATHAN JAVIER
OIC Supervising Auditor
Commission on Audit



Dear Mr. Javier:

Greetings!

As PNOC's newly appointed President and CEO and Chair of its Gender and Development (GAD) Focal Point System, I want to ensure that all GAD initiatives will directly contribute to a desired status and condition of Filipino women, specifically in our host communities – in BGC Taguig, Bataan and Batangas.

PNOC is devising its GAD Strategic Framework to clear strategies for our GAD program in the following years. Specifically, I want to focus on the following: a) The identification and design of projects that directly impacts the community and which can be directly associated to gender equality and women empowerment; b) The revision of current GAD Training designs/methodologies; and c) supplementing awareness and capacity building programs with GAD wellness activities and management trainings focusing on women.

With these new set of perspectives, I have not signed the PCW-endorsed 2023 GAD Plan and Budget that was presented to me. While I acknowledge the effort invested in formulating the 2023 GPB, I have identified aspects necessitating modifications prior to my approval to better align with our revised framework.

For your consideration.

Thank you.

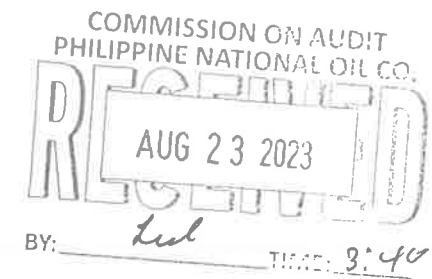
Very truly yours,


OLIVER B. BUTALID
President and CEO
Philippine National Oil Company

Philippine National Oil Company



L E T A B 7 3 F C B 8



ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2023

Sequence No.: 2023-016148

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

Total GAD Budget 182,760,613.41 Primary Sources 182,760,613.41

Other Sources 0.00

% of GAD Allocation: 17.41%

| 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



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

MARIA BELINDA L. CUBELO
ASST. DEPARTMENT
MANAGER II, STRATEGY
MANAGEMENT OFFICE PNOC
GFPS TWG CHAIRPERSON

OLIVER B. BUTALID
PRESIDENT AND CEO, PNOC
GFPS CHAIRPERSON



REPORT GENERATED: 07/26/2023
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| | 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 |
| 1 | RA6949 (Mandatory celebration of Women's Month) | To commemorate women's roles and contributions in the society with the partner communities. | PNOC ESBpartner communities have increased appreciation on Women's Month/Women Empowerment and issues affecting women | GASS: 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) | 100,000.00 100,000.00 | Corporate Funds Corporate Funds | PNOC GFPS |
| | | | | | | 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) | | | |

| | 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 |
| 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 | GASS: 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) | 100,000.00 100,000.00 | Corporate Funds Corporate Funds | PNOC GFPS |
| | | | | | | 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) | | | |



| | 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 |
| 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 | GASS: 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 | 100,000.00 | Corporate Funds | PNOC GFPS in coordination with ESB Staff |
| 4 | Gender issues of PNOC host communities are not identified/ established | Insufficient documented information to identify gender issues of partner communities of of PNOC Industrial Park (PIP) in Bataan | Gender issues of partner communities of PIP identified | GASS: 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 | 100,000.00 | Corporate Funds | PNOC GFPS in coordination with PIP Staff |

ORGANIZATION-FOCUSED ACTIVITIES





| | 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 |
| 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 | GASS: General Administration and Support Services | Reconstitute GFPS | Prepare, secure approval and issue memo and special order for reconstituted GFPS | 5,000.00 | Corporate Funds | PNOC GFPS |
| 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 | GASS: General Administration and Support Services | Completion of merit, promotion and selection plan | Merit, promotion and selection plan | 10,000.00 | Corporate Funds | ADMIN-PSD |
| 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 | GASS: General Administration and Support Services | Maintenance of GAD corner | GAD Corner at Bulletin Board in the PNOC Lobby -maintained quarterly | 10,000.00 | Corporate Funds | PNOC GFPS |

| | 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 |
| 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 | GASS: General Administration and Support Services | Maintenance of GAD Section in Website | GAD Section in PNOC Website maintained and updated - maintained quarterly | 5,000.00 | Corporate Funds | PNOC GFPS |
| 9 | PNOC has no approved 6 year GAD Agenda/RA 9710 (2022-2027) | Previous GAD Agenda not completed | President approved PNOC GAD Agenda | GASS: General Administration and Support Services | Workshop-Review and finalization of 6 year GAD Agenda | 6 year GAD Agenda prepared - approved by President | 150,000.00 | Corporate Funds | PNOC GFPS |
| 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 | GASS: General Administration and Support Services | Conduct of review and enhancement of Employee Orientation Module | Employee Orientation Module Integrating GAD | 10,000.00 | Corporate Funds | ADMIN-PSD |



| | 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 |
| 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 | GASS: 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 | 100,000.00 | Corporate Funds | ADMIN-PSD |



| | 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 |
| 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 | GASS: 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 | 50,000.00 | Corporate Funds | PNOC GFPS |



| | 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 |
| 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 | GASS: 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 | 100,000.00 | Corporate Funds | PNOC GFPS and ADMIN-PSD |



| | 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 |
| 14 | Inadequate understanding of Gender Mainstreaming and Monitoring | No orientation on HGDG tools | Increase awareness on HGDG tools | GASS: 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 | 50,000.00 | Corporate Funds | PNOC GFPS |



| 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 |
| 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 | GASS: 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 | 50,000.00 | Corporate Funds | PNOC GFPS |



| | 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 |
| 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 | GASS: General Administration and Support Services | Conduct of Participation in Women's Month Activities (following PCW Guidelines on Womens Month) | Number of Activities participated by PNOC employees -at least 2 activities conducted Number of employees participated - at least 80% of employees in Head Office, ESB and PIP (sex disaggregated) | 300,000.00 | Corporate Funds | PNOC GFPS |



| | 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 |
| 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 | GASS: General Administration and Support Services | Conduct of Participation in the Commemoration of 18-Day Campaign to End VAW | Number of Activities participated by PNOC employees - at least 2 activities conducted Number of employees participated - at least 80% of employees in Head Office, ESB and PIP (sex disaggregated) | 300,000.00 | Corporate Funds | PNOC GFPS |
| 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 | GASS: 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 | 5,000.00 | Corporate Funds | ADMIN-PSD |



| | 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 |
| 19 | Need to orient PNOC 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 PNOC personnel on various leave benefits for workers in public sector | Heightened awareness of PNOC personnel on various leave benefits for workers in public sector | GASS: 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) | 50,000.00 | Corporate Funds | PNOC GFPS and ADMIN-PSD |



| | 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 |
| 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. | PNOC'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. | GASS: General Administration and Support Services | Leave benefits afforded to employees availing of maternity leaves. | Percentage of leave applications approved- 100% | 282,313.98 | Corporate Funds | PNOC GFPS and ADMIN-PSD |
| 21 | Republic Act No.8187: or Paternity Leave for 1996 | Need to complywith Republic Act No. 8187 which would provide Paternity Leave for all married employees. | To provide availment of paternity leave benefits for qualified male employees. | GASS: General Administration and Support Services | Leave benefits afforded to employees availing of paternity leaves | Percentage of leave applications approved - 100% | 22,824.20 | Corporate Funds | PNOC GFPS and ADMIN-PSD |



| | 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 |
| 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 | GASS: General Administration and Support Services | Leave benefits afforded to employees who avail of gynecological disorders | Percentage of leave applications approved - 100% | 171,087.80 | Corporate Funds | PNOC GFPS and ADMIN-PSD |
| 23 | Lack of organized presence for full integration /mainstreaming of GAD in PNOC 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 | GASS: General Administration and Support Services | GAD room maintained and improved | Maintenance / Improvement of GAD Room and putting up of equipment | 50,000.00 | Corporate Funds | PNOC GFPS and ADMIN-PSD |



| | 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 |
| 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 | GASS: 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 | 405,000.00 | Corporate Funds | ADMIN-PSD |

ATTRIBUTED PROGRAM

| | | | | | | | | | |
|----|--|--|--|--|------------------------------|-------------------------|----------------|-----------------|-------------------------|
| 25 | | | | | ESB Port Development Project | | 180,034,387.43 | GAA | PNOC Energy Supply Base |
| | | | | | | SUB-TOTAL | 180,034,387.43 | GAA | |
| | | | | | | | 2,726,225.98 | Corporate Funds | |
| | | | | | | TOTAL GAD BUDGET | 182,760,613.41 | | |

Prepared By:

MARIA BELINDA L. CUBELO

ASST. DEPARTMENT MANAGER II, STRATEGY MANAGEMENT OFFICE
PNOC GFPS TWG CHAIRPERSON

Approved By:

OLIVER B. BUTALID

President and CEO, PNOC GFPS Chairperson

Date

07/25/2023

