



PHILIPPINE NATIONAL OIL COMPANY

Energy Center, Rizal Drive, BGC, Taguig City 1634

MEMORANDUM

For: Pres. O.B. Butalid

Date: April 11, 2024

Cc: SVP Atty. G.M. Barleta
M.B.L. Cubelo

Subject:

Submission of Endorsed GAD Plan
and Budget for FY 2024

We are pleased to inform the President that the Philippine Commission on Women (PCW) endorsed our Gender and Development (GAD) Plan and Budget for FY 2024. Our GPB FY 2024 has met the required minimum five percent (5%) GAD budget allocation and reflected all the recommended revisions of PCW.

As the former GAD Focal Point System Technical Working Group (GFPS TWG) Chairperson, Ms. Elmira Alberto-Guzon tendered her resignation last February 21, 2024, I signed our PCW-endorsed GPB for FY 2024.

The signed copy will be transmitted to our resident Commission on Audit (COA) Auditor and PCW for reference.

For the President's consideration.

Thank you.

Alma B. Taganas
Department Manager A
Strategy Management Office
GFPS TWG Vice-Chairperson

Fw: 2024 GPB STATUS

From: "Ma. Belinda Cubelo"
<mblcubelo@pnoc.com.ph>
To: cmmdecastro@pnoc.com.ph,
rmsantos@pnoc.com.ph

Mon, 04/08/2024 11:59
PM

> Dear GAD Executive Committee,

>

> The Philippine Commission on Women (PCW) is pleased to inform you that your
> GAD Plan and Budget (GPB) has been endorsed since it has (1) met the
> required minimum five percent (5%) GAD budget allocation, and (2) complied
> with all the requested revisions in the GPB, within the prescribed/agreed
> deadline.

>

> Please print your GPB by logging into your account and going to My GAD
> Profiles > List of GAD Plans and GAD ARs and clicking the View icon under
> the Actions column of the (Endorsed GPBs | GAD ARs) tab. Please use the pdf
> button to print. Kindly submit the signed copy of your GPB, for reference,
> to your resident COA Auditor and to the PCW.

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> For transmitting the signed electronic copy to PCW, please email it to
> pdpmed.monitoring@pcw.gov.ph copy furnished the dd_operations@pcw.gov.ph.

>

> To further improve the quality and effectiveness of PCW's GPB review
> and endorsement process, we would like to gather your opinion, suggestions
> and/or comments by answering the evaluation form accessible through this
> link - [https://linkprotect.cudasvc.com/url?
a=https%3a%2f%2fforms.gle%2fWbygkh8uY62F182r5&c=E,1,hPNDTFACsakxV4dCj](https://linkprotect.cudasvc.com/url?a=https%3a%2f%2fforms.gle%2fWbygkh8uY62F182r5&c=E,1,hPNDTFACsakxV4dCj)
> though the link as soon as you receive your endorsed GPB.

>

> Should you have queries and/or concerns, please contact the PCW Office of
> the Deputy Executive Director for Operations through (02) 8736.4449 or
> ddo@pcw.gov.ph.

>

> Thank you very much for your continued support for gender equality and
> women's
> empowerment.

>

> Very truly yours,
> PCW

>

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2024**

Sequence No.: 2024-017711

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: 1,958,596,000.00

Total GAD Budget

208,771,000.00

Primary Sources 208,771,000.00

Other Sources 0.00

% of GAD Allocation:


10.66%


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**


ALMA B. TAGNAS
DEPARTMENT MANAGER
A/PNOC GFPS-TWG
VICE-CHAIRPERSON


OLIVER B. BUTALID
PRESIDENT AND CEO/PNOC
GFPS CHAIRPERSON



**REPORT GENERATED: 04/12/2024
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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
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1	GEWE Plan (2019-2025) Strategic Goal Area 5: Expanded Opportunities for Womens Participation, Benefit and Leadership in Science, Technology, ICT, Infrastructure and Energy, Chapter 12: Energy	Gender gap in energy sector employment.	Reduced gap in the employment of women and men in the energy sector.		Conduct of Future Ready Academy (FRA) - a youth leadership program for Grade 12 students to become energy advocates and nation leaders	Number of Participants that have taken energy related courses in college - At least 50% of the 30 total target students. Number of sessions dedicated to GAD- At least one. Number of female participants - At least 50% of the 30 total target students.	1,001,000.00	GAA	Office of the President Vision Aligned Circle (VAC) Committee
ORGANIZATION-FOCUSED ACTIVITIES									



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2	Celebration of Women's Month/Mandated by Law (R.A. 6949)	To commemorate women's roles and contributions in society.	PNOC employees have increased appreciation of the contribution of women in society.		Conduct of Participation in Women's Month Activities following guidelines from the Philippine Commission on Women.	Number of Activities Participated by PNOC employees. - At least two (2) activities. Number of employees participated in the conducted activities. - At least 60% of the overall number of PNOC employees in head office, ESB, and PIP. (Sex Disaggregated)	450,000.00	GAA	PNOC GFPS
3	RA 10398 or 18-Day Campaign to End Violence Against Women (November 25 to December 12)RA 10398 - An act declaring November 25 every year as "National Consciousness day of the elimination of Violence Against Women and Children"	Need to continuously update and inform employees on the GAD issues related to VAWC.	To increase PNOC employees awareness about the campaign. As well as how everyone can contribute in the fight against VAWC.		Conduct of Participation in the Commemoration of 18-Day Campaign to End VAW.	Number of Activities participated by PNOC employees. - At least two activities. Number of employees participated in the conducted activities. - At least 60% of employees from Head office, ESB, and PIP. (Sex-Disaggregated)	450,000.00	GAA	PNOC-GFPS



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4	Lack of GAD awareness among new PNOC workforce	Little to no exposure of the newly hired employees to basic GAD concepts and issues.	To increase knowledge and skills of newly hired employees on basic GAD concepts.		For new employees to attend online training/seminars/workshops	Number of online training/seminars/workshops attended - At least one	50,000.00	GAA	Personnel Services Division PNOC-GFPS
5	No strategic framework and plan to follow/use as guide in the formulation of annual GPB and efficient integration of GAD in different operations of the company.	The company has not formulated a long-term GAD Agenda.	To formulate a long-term GAD Agenda and have a strategic framework and plan for the company basis in the formulation of annual GPB and effective integration of GAD in different operations of the company.		Attend online training/seminars/workshops on Gender Mainstreaming and Strategic GAD Framework and Agenda to PNOC GFPS.	GAD Agenda produced/formulated. - Submitted the formulated GAD Agenda. Number of online training/seminars/workshops attended - At least 1 Number of GFPS members who attended - At least 30%	50,000.00	GAA	PNOC - GFPS Top Management
6	Inadequate capacity of GFPS members in developing gender sensitive and responsive projects, activities, and programs that are related to energy and in line with the company mandate.	Insufficient understanding of gender and development perspective. Not enough knowledge on how to formulate projects, activities, and programs that are gender sensitive and gender responsive.	To capacitate and provide the GFPS, TWG, and Secretariat members with proper guidance on how to develop gender sensitive and responsive PAPs that are related to energy and in line with the company mandate.		Attend online training/workshops/seminars on the formulation of gender-sensitive and gender-responsive projects, programs, and activities.	Number of GFPS members that attended the online training/workshops/seminars - At least 30% Number of online training/workshops/seminars attended - At least 1	50,000.00	GAA	PNOC-GFPS Personnel Services Division



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7	Expressed need among GFPS members to be further capacitated in developing, implementing, monitoring, and auditing company GAD PAPs.	Low level/Insufficient knowledge on the conduct of Gender Analysis (GA) and use of GAD Tools such as GMEF and HGDG to identify gender issues and further mainstream GAD perspectives in company systems and processes.	To further capacitate GFPS members and help them develop, monitor, implement, and audit GAD PAPs that are effectively responsive to the gender-differentiated needs of women and men.		Attend online training/seminars/workshops on GAD Planning and Budgeting, GAD Analysis, and Gender Audit.	Number of GFPS Members that attended- At least 30% Number of Online Training attended - At least 1	50,000.00	GAA	PNOC-GFPS Personnel Services Division
8	The Collective Negotiation Agreement is still not reviewed for its gender responsiveness.	Non-conduct of evaluation and review of the Collective Negotiation Agreement gender responsiveness.	To ensure coverage of gender differentiated needs of female and male employees through/on the Collective Negotiation Agreement.		Review of the Collective Negotiation Agreements gender responsiveness.	Number of Conducted Meetings for the review of CNA. - At least two meetings were conducted Reviewed, revised, and improved CNA - One CNA approved and signed by the President	70,000.00	GAA	Personnel Services Division



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9	Lack of organization issued policies for full integration/mainstreaming of GAD in programs and activities that will be implemented.	Framework for mainstreaming GAD in PAPs of the company and the integration of gender and energy are not well established/structured	To create/develop policies that support full integration/mainstreaming of GAD in PAPs and in energy.		Schedule and conduct a meeting with individuals responsible in the topicAttend workshops on policy formulation and implementation in support of gender mainstreamingReview of existing policies for gender responsiveness and consistency with emerging GAD issues.	Number of online training attended - At least one Number of policies formulated and implemented - At least two policies. Number of meetings conducted for the review and formulation of policies - At least two conducted meetings	50,000.00	GAA	PNOC-GFPS Personnel Services Division
10	Absence of an efficient and established platform for sex-disaggregated administrative and technical databases in the company.	Lack of readily available Sex-Disaggregated Data (SDD) statistics and information of the benefits of the company GAD PAPs.	To have an effective and efficient GAD database that can be monitored, evaluated, and disseminated to the whole company management and employees.		Conduct of GAD SurveyUpdate and improve the GAD corner on PNOC website.	Frequency of updates of GAD corner on the PNOC website. - At least every quarter. Number of conducted GAD survey. - At least one survey conducted.	50,000.00	GAA	PNOC-GFPS Strategy Management Office - Management Information System




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11	Programs, activities, and projects dedicated for GAD are not monitored and evaluated for measure of effectivity and improvement.	Lack of readily available Sex-Disaggregated Data (SDD) statistics and information of the benefits/impact of the company GAD PAPs. Lack of plan and framework for the monitoring and evaluation of the implemented GAD PAPs.	To establish and effectively monitor, evaluate, and disseminate to employees and stakeholders the information on the benefits of the company GAD PAPs.		Establish baseline data for GAD Database.	Production of survey design - Structured survey design for the collection of baseline data, and for post-evaluation Gathering and evaluation of baseline data. - Baseline data collected. Number of conducted surveys - The survey was applied in at least 20% of GAD PAPs.	100,000.00	GAA	PNOC-GFPS
12	Lack of a dedicated area where officials, employees, stakeholders, and the public could easily access GAD related materials, information, and data.	The GAD in the company is newly reconstituted, hence there is no dedicated office for it. The currently dedicated room for Gender and Development is small.	To have an office dedicated to GAD. To provide officials, employees, stakeholders, and the public a place dedicated for GAD related materials, information, and data.		Relocation of GAD Room/Office	Relocation of GAD room - The GAD room has been relocated	100,000.00	GAA	PNOC-GFPS



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13	Low visibility of Gender and Development campaign and IEC materials in the company office.	Lack of mechanisms for information dissemination on GAD	To ensure that all GAD matters/issuances and updates are properly disseminated to increase GAD awareness and company-wide employees appreciation.		Monthly improvement and maintenance of GAD bulletin board.To provide a led board dedicated to GAD.	Improvement and maintenance of GAD bulletin board. - At least twelve updates for the whole year. Buying of led board - One led board bought.	50,000.00	GAA	PNOC-GFPS
ATTRIBUTED PROGRAM									
14					Rooftop Solar Photovoltaic (PV) System for Government Entities		206,250,000.00	GAA	Top Management and Board of Directors Business Research and Development Department
SUB-TOTAL							208,771,000.00	GAA	
TOTAL GAD BUDGET							208,771,000.00		

Prepared By:


Alma B. Taganas

Department Manager A/PNOC GFPS-TWG Vice-Chairperson

Approved By:

Oliver B. Butalid

President and CEO/PNOC GFPS Chairperson

Date

04/08/2024

