



PHILIPPINE NATIONAL OIL COMPANY

Energy Center, Rizal Drive, BGC, Taguig City 1634

MEMORANDUM

For: Pres. O.B. Butalid

Date: April 24, 2025

Cc: SVP Atty. J.C.J. Cui
SVP Atty. G.M. Barleta
M.R.C. Raymundo
M.B.L. Cubelo

Subject:

**Submission of Endorsed GAD Plan
and Budget for F.Y. 2025**

We respectfully inform the President that the Philippine Commission on Women (PCW) has officially endorsed our Gender and Development Plan and Budget (GPB) for Fiscal Year 2025. The GPB complies with the mandated minimum allocation of five percent (5%) of the total agency budget for GAD programs and fully incorporates the revisions recommended by the PCW.

A duly signed copy will be forwarded to our resident Commission on Audit (COA) auditor and to the PCW for their reference and records.

We respectfully submit the endorsed GPB 2025 for the President's consideration and signature.

Thank you.

Maria Terrisa A. Tripulca
HR Management Officer IV
GFPS-TWG Chairperson



**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2025**

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:	1,245,619,000.00			
Total GAD Budget	208,451,140.80	Primary Sources	208,451,140.80	
		Other Sources	0.00	
% of GAD Allocation:	16.73%			

	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
ORGANIZATION-FOCUSED ACTIVITIES									



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

Maria Terrisa A. Tripulca
MARIA TERRISA A. TRIPULCA
HR MANAGEMENT OFFICER
IV / PNOG GFPS-TWG
CHAIRPERSON

Oliver B. Butalid
OLIVER B. BUTALID
PRESIDENT AND CEO/PNOG
GFPS CHAIRPERSON



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1	Celebration of Women's Month/Mandated by Law (R.A. 6949)	To commemorate womens roles and contributions in our organization and in society.	PNOC employees participated in several GAD activities during Womens Month, leading to an increased understanding and appreciation of (a) GAD issues and (b) women's contributions and rights.		Conduct of activities as part of participation in the 2025 National Womens Month Celebration following the PCW guidelines.	Percentage of employee attendance per activity - At least 60%. Number of GAD activities conducted in March - 100% of proposed and approved activities.	594,000.00	GAA	Office of the General Council Management Information System PNOC GFPS-TWG & Secretariat General Services Division



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2	Magna Carta of Women or the R.A. 9710, Chapter 6, Section 36, sub-section b: All departments, including their attached agencies, offices, bureaus, states universities and colleges, government-owned and controlled corporations, local government units, and other government instrumentalities shall establish or strengthen their GAD Focal Point System-	The newly reconstituted GAD Focal Point System needs further development in skills, knowledge, and resources to effectively fulfill its roles in mainstreaming GAD in the organization.	To enhance the skills, knowledge, and resources of the newly reconstituted GAD Focal Point System to effectively lead in mainstreaming GAD initiatives within the organization.		Attendance to PCW-organized GAD Webinar Series for F.Y. 2025	Number of GFPS-TWG & Secretariat members to attend each webinar - At least 75% of the total members Number of webinars attended - At least four	40,800.00	Corporate Funds	PNOC GFPS-TWG & Secretariat



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3	R.A. 10398 or 18-Day Campaign to End Violence Against Women (Nov. 25-Dec. 12)	There is a need to continuously update and inform the employees on the issue of Violence Against Women and their Children (VAWC).	PNOC employees have engaged in several GAD activities that helped them increase their awareness on the issues of VAWC.		Conduct of participation in the Commemoration of 2025 18-Day Campaign to End VAW	Number of GAD activities conducted - 100% of proposed and approved activities. Conduct of participation in the Commemoration of 2025 18-Day Campaign to End VAW Number of GAD activities conducted - 100% of proposed and approved activities. Percentage of employee attendance per activity - At least 60% - At least 60%	508,000.00	GAA	PNOC GFPS-TWG & Secretariat



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4	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 as prescribed in the PCW MC No. 2018-04.	The company has not formulated its 6-year GAD Agenda	To formulate a 6-year GAD Agenda and have a strategic framework and plan for the company.		For PNOC GFPS members to conduct a 2-days in-house write up session to craft the organizations GAD Agenda 2025-2030.	Percentage of committee members attendance in the crafting sessions - At least 60%. GAD Agenda formulated - Signed by the upper management & submitted to PCW	18,000.00	GAA	Office/Department/Division Managers/ Leaders PNOC GFPS Upper Management
5	The lack of a properly maintained GAD room limits officials, employees, stakeholders, and the public from easily accessing GAD-related materials, information, and data, as well as from conducting GAD activities and meetings.	The currently dedicated room for GAD is not properly maintained.	To re-establish the GAD room as a GAD Corner where employees can access GAD IEC materials and conduct meetings and discussions.		Relocation and improvement of GAD room.	Relocation and improvement of GAD Room- The GAD room has been relocated and improved	720,340.80	GAA	General Services Division PNOC GFPS



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6	Limited high-level engagement between PNOC and the Philippine Commission on Women (PCW) affects the integration and institutionalization of gender-responsive policies and programs within PNOC.	The need for stronger advocacy at the executive level to further reinforce PNOC's commitment to gender mainstreaming.	To strengthen PNOC's commitment to gender and development by fostering high-level collaboration with PCW, ensuring alignment with national GAD policies, and enhancing the integration of gender-responsive initiatives within the organization.		Courtesy Call of PNOC President to PCW Chairperson	Conduct of courtesy call - PNOC President successfully met with the PCW Chairperson.	0.00	GAA	Office of the President PNOC GFPS



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7	Limited access to gender-related assistance and support services within PNOC, which may hinder employees and stakeholders from seeking guidance on GAD concerns, including gender-based issues and workplace inclusivity.	Lack of a structured mechanism within PNOC to facilitate reporting, consultation, and referrals for gender-related matters.	To establish the PNOC GAD Help Desk as a dedicated mechanism where employees can access gender-related information, support services, and referrals, fostering a more inclusive and gender-responsive workplace.		Establishment of PNOC GAD Help Desk	Number of email blasts announcing the establishment of GAD Help Desk -at least one. Establishment of PNOC GAD Help Desk - The PNOC GAD Help Desk has been established	0.00	GAA	GFPS-TWG & Secretariat Office of the General Council Management Information System



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8	Limited accessibility of GAD-related information and resources within PNOC, restricting employees and stakeholders from fully engaging with gender and development initiatives.	The existing GAD Corner on the PNOC website needs improvement in terms of visual design, content organization, and user experience to enhance accessibility and engagement.	To enhance the PNOC GAD Corner by improving its visual design, content organization, and accessibility, ensuring a more engaging and user-friendly platform for employees and stakeholders to access GAD-related information, resources, and initiatives.		Improvement of GAD Corner into Microsite in PNOC website	Improvement of GAD Corner - The GAD corner has been improved and renamed as GAD Microsite Number of email blasts announcing the launching of GAD Microsite -at least one.	0.00	GAA	Corporate Relations Division PNOC GFPS-TWG & Secretariat Management Information System




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9	A significant number of female employees expressed a shared need for activities that enhance their skills, confidence, collaboration, well-being, and professional growth, highlighting a gap in existing workplace development initiatives. Basis: PNOC GAD Study 2024 entitled 'GAD Action Plan (GAP) - Addressing the Gaps Affecting Women in the Workplace'	Limited awareness and utilization of external learning resources, such as free online courses, that could support professional and personal growth.	To implement a structured initiative that provides employees, especially women, with access to selected online courses, fostering skill development, confidence, collaboration, and overall career growth in a gender-responsive workplace.		Launching of Project SKILL (Spreading Knowledge, Inclusivity, Leadership, and Livelihood)	Number of email blasts promoting the identified free TESDA online courses- at least six Number of employees to participate in each online course - at least 30%	0.00	GAA	GFPS-TWG & Secretariat



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10	Gender disparity in emergency preparedness, with a higher percentage of female employees lacking access to basic emergency equipment and necessities in the workplace. This gap increases their vulnerability during disasters or emergencies. Basis: PNOC 2023 Company-wide GAD Survey	Lack of access to essential emergency go-bags.	To enhance workplace emergency preparedness and address gender disparities by distributing emergency go-bags to all employees, ensuring that both male and female employees have access to essential emergency supplies, thereby promoting safety and resilience in the workplace		Distribution of Emergency Go-Bags for PNOC Employees	Percentage of PNOC employees who received an emergency go-bag - 100% of male and female employees	320,000.00	GAA	PNOC GFPS-TWG & Secretariat PNOC Emergency Response Team (ERT)
ATTRIBUTED PROGRAM									
11					Rooftop Solar Photovoltaic (PV) System for Government Entities		206,250,000.00	GAA	PNOC GFPS Business Research and Development Department PNOC Board of Director



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SUB-TOTAL							208,410,340.80	GAA	
							40,800.00	Corporate Funds	
TOTAL GAD BUDGET							208,451,140.80		

Prepared By:	Approved By:	Date
 MARIA TERRISA A. TRIPULCA	OLIVER B. BUTALID	04/22/2025
HR MANAGEMENT OFFICER IV / PNOC GFPS-TWG CHAIRPERSON	PRESIDENT AND CEO/PNOC GFPS CHAIRPERSON	

