

RECEIVED BY:
 PNOO OFFICE OF THE PRESIDENT
 ON: DEC 22 2022
 Time: 8:00 Name: [Signature]

MEMORANDUM

December 20, 2022

To: All PNOO Officials and Employees

Ref:

Cc:

Code:

Issuances Fostering
 Gender and Development
 Advocacy

The Philippine National Oil Company fully adopts the following Issuances relevant to fostering Gender and Development Advocacy:

ISSUANCE	TITLE
CSC Memorandum Circular No. 11, Series of 2021	Revised Administrative Disciplinary Rules on Sexual Harassment Cases
CSC Memorandum Circular No. 5, s. 2021	Amendment to Omnibus Rules on Leave (CSC MC No. 41, s. 1998, as amended)
CSC Memorandum Circular No. 12, Series of 2005	Use of Non-Sexist Language in All Official Documents, Communications and Issuances
CSC Memorandum Circular No. 15, Series of 2005	Guidelines on the Availment of the Ten-Day Leave Under R.A. 9262 (Anti-Violence Against Women and Their Children Act of 2004)
CSC Memorandum Circular No. 25, Series of 2010	Guidelines on the Availment of the Special Leave Benefits for Women Under R.A. 9710 (Magna Carta of Women)
CSC Resolution No. 89-463	Policy Directions on Equality of Employment Opportunity in the Government Service
CSC Resolution No. 2100020	Expanded Maternity Leave; Paternity Leave; Adoption Leave; Medical Certificate For Leave Form; New Application For Leave Form; Notice Of Allocation of Maternity Leave Form
Republic Act 11648	An Act Providing for Stronger Protection Against Rape and Sexual Exploitation and Abuse, Increasing the Age for Determining the Commission of Statutory Rape, Amending for the Purpose Act No. 3815 as Amended, Otherwise Known As "The Revised Penal Code," Republic Act No. 8353, Also Known as "The Anti-Rape Law of 1997," And Republic Act No. 7610, as Amended, Otherwise Known As the "Special Protection of Children Against Abuse, Exploitation and Discrimination Act
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
Republic Act 10354	An Act providing for a National Policy on Responsible Parenthood and Reproductive Health
Republic Act No. 10028	An Act Expanding the Promotion of Breastfeeding, amending for the purpose Republic Act No. 7600, otherwise known as "An Act Providing

Philippine National Oil Company

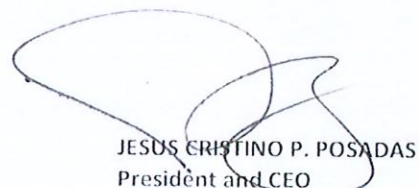


Republic Act No. 7877	Incentives to all Government and Private Health Institutions with Rooming-In and Breastfeeding Practices and for Other Purposes
Republic Act No. 6949	An Act Declaring Sexual Harassment Unlawful in the Employment, Education or Training Environment, and for Other Purposes
Republic Act No. 11861	An Act to Declare March Eight of Every Year as a Working Special Holiday to be known as National Women's Day
Republic Act No. 11313	An Act Granting Additional Benefits to Solo Parents, Amending, for the Purpose Republic Act. No. 8972, Entitled "An Act Providing For Benefits and Privileges to Solo Parents and their Children, Appropriating Funds Therefor and for Other Purposes" (Expanded Solo Parents' Welfare Act)
Executive Order No. 340	An Act Defining Gender-Based Sexual Harassment in Streets, Public Spaces, Online, Workplaces, and Educational or Training Institutions, Providing Protective Measures and Prescribing Penalties Therefor (Safe Spaces Act)
Executive Order 273	Directing National Government Agencies and Government-Owned and Controlled Corporations to Provide Day Care Services for their Employees' Children Under Five Years of Age (05 February 1997)
Proclamation No. 227	Approving and Adopting the Philippine Plan for Gender-Responsive Development, 1995 to 2025 (08 September 1995)
Proclamation No. 1105	Providing for the Observance of the Month of March as "Women's Role in History Month (17 March 1998)
Proclamation No. 847	Declaring October 15, 1997, and of Every Year Thereafter, as "National Rural Women's Day" (10 October 1997)
Proclamation No. 22	Declaring the Fourth Sunday of September as Family Thanksgiving Day (12 August 1996)
PCW-NEDA-DBM Joint Circular 2012-01	Declaring the First Week of March of Every Year as Women's Week and March 8, 1988 and Every Year Thereafter as Women's Rights and International Peace Day (01 March 1988)
PCW Memorandum Circular 2018-04	Guidelines for the Preparation of Annual GAD Plans and Budgets and Accomplishment Reports to Implement the Magna Carta of Women (18 January 2012)
PCW Memorandum Circular No. 2016-07	Revised Guidelines for the Preparation of the Gender and Development (GAD) Agenda (19 September 2018)
PCW Memorandum Circular No. 2016-03	Allowing Married Women to Retain and Use their Maiden Name in lieu of their Husband's Surname in accordance to Existing Laws and Pertinent Jurisprudence (12 October 2016)
	Use of the Enhanced Gender Mainstreaming Evaluation Framework (27 May 2016)

The PNOC GAD Focal Point System will facilitate, oversee and monitor the implementation of these issuances.

For immediate compliance.


GMB/BA/RCC/GC/MBIC/EA


JESUS CRISTINO P. POSADAS
President and CEO