

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2024**

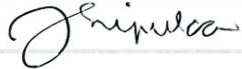

<b>Reference:</b> Endorsed GPB #2024-017711		<b>Date Endorsed:</b> Apr 12, 2024	
<b>Organization:</b> Philippine National Oil Company		<b>Organization Category:</b> National Government, Government-Owned and Controlled Corporation	
<b>Organization Hierarchy:</b> Department of Energy, Philippine National Oil Company			
<b>Total Budget/GAA of Organization:</b>	1,958,596,000.00		
<b>Actual GAD Expenditure</b>	469,756.43	<b>Original Budget</b>	208,921,000.00
		<b>% Utilization of Budget</b>	0.22
<b>% Utilization of Original</b>	0.23		
<b>% of GAD Expenditure:</b>	0.02%		

	<b>Gender Issue /GAD Mandate</b>	<b>Cause of Gender Issue</b>	<b>GAD Result Statement /GAD Objective</b>	<b>Relevant Organization /MO/PAP or PPA</b>	<b>GAD Activity</b>	<b>Performance Indicators /Targets</b>	<b>Actual Result (Outputs/Outcomes)</b>	<b>Total Agency Approved Budget</b>	<b>Actual Cost /Expenditure</b>	<b>Responsible Unit/Office</b>	<b>Remarks</b>
	1	2	3	4	5	6	7	8	9	10	11
	<b>CLIENT-FOCUSED ACTIVITIES</b>										
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.	Not done.  Not done.  Not done.	1,001,000.00  GAA	0.00  GAA	Office of the President  Vision Aligned Circle (VAC) Committee	Not Done. The Future Ready Academy project, initially planned as part of our client-focused Gender and Development Plans, Activities, and Projects (GAD PAPs) for the year 2024, encountered an unforeseen delay. This delay was caused by a misunderstanding between the Accounting Department and the GAD Committee, which resulted in the late release of the budget necessary for the project's execution. To mitigate the effects of this delay and to ensure that the project's objectives are still achieved, the responsible individuals have decided to reclassify the project under our Corporate Social Responsibility (CSR) initiatives. This reclassification allowed us to maintain our commitment to social responsibility while addressing the administrative and budgetary challenges that were encountered. The project is removed in the client-focused GAD PAPs for the year 2024. Instead, it was managed and reported under our CSR efforts.
2	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	Limited knowledge and awareness on the safe usage of energy products and services.	Enhanced awareness of energy efficiency and conservation and safety practices on the use of energy products and services.		Conduct of an IEC session for Women together with the celebration of Mothers Day.	Number of conducted IEC session/s on energy - at least one  Number of Women that participated - at least 100 - at least 100  Number of talk/s conducted dedicated to GAD - At least one	The GFPS was able to conduct an outreach program for women deprived of liberty at Teguig City Jail - Female Dormitory. Part of the program is the session on renewable energy.  The outreach program had a total of 100 mother/female inmates as beneficiaries.  The GFPS was able to conduct an outreach program for women deprived of liberty at Teguig City Jail - Female Dormitory. Part of the program is the session on Republic Act 9262.	150,000.00  GAA	95,352.25  GAA	GFPS, BRDD, Treasury	Done.

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<b>ORGANIZATION-FOCUSED ACTIVITIES</b>											
3	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)	Partially done. The Philippine National Oil Company conducted an Outreach Program last March 12, 2024, at the Correctional Institution for Women at Mandaluyong City with a theme entitled, <i>IkawSaya Ibahagi sa Correctional Institution for Women (SICIW)</i> . This program aims to address the needs of the often-overlooked segment of the society, promoting inclusivity, rehabilitation, and women empowerment. Our company chose 60 Vis/lorless PDLs as the recipient of 60 packs of toiletries such as, toilet papers, laundry soap, shampoo, body soap, toothpaste and toothbrush as these are their basic needs.  Not done. Only 20% of employees were able to participate in the conduct of outreach program.	450,000.00 GAA	47,519.00 GAA	PNOC GFPS	Done.
4	RA 10398 or 18-Day Campaign to End Violence Against Woman (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)	Done. The PNOC GFPS was able to conduct a total of seven activities during the 2024 18-Day Campaign to End VAW. The kick-off was conducted during the Virtual flag ceremony of the company last November 25, 2024, wherein the list of activities was introduced to all the employees. On the same day, the advocacy streamers were also displayed in the PNOC head office in Taguig and in its two office locations in Balangas and Bataan. On November 27, 2024, we successfully conducted a talk entitled "Pedal to Empower: A Journey from Trauma to Triumph," with Ann Angula as our guest speaker. We also succeeded in organizing two outreach programs to fight teenage pregnancy in partnership with two high schools in our host communities in Mariveles (December 6, 2024) and Limay (December 10, 2024), Bataan. A total of 100 high school students benefited in this effort. Two outreach programs were also held for women deprived of liberty in Bataan District Jail (November 29, 2024) and Taguig City Jail (December 12, 2024). A total of 100 women benefited from this initiative. Additionally, we conducted a self-defense session for our employees on December 5, 2024, facilitated by a professor from the University of the Philippines - College of Human Kinetics. Lastly, a lecture and demonstration on first aid and basic life support were conducted on December 11, 2024, in coordination with the Red Cross Philippines.  Done. 90 employees were able to attend the Talk on VAW: Pedal to Empower: A Journey from Trauma to Triumph. 21 employees were able to attend to our outreach programs against teenage pregnancy. 29 employees were able to participate in the outreach programs for women deprived of liberty. 17 were able to attend to our organized self-defense training session. And 20 employees were able to attend and learn from the Red Cross PH about first aid and basic life support.	450,000.00 GAA	234,757.01 GAA	PNOC-GFPS	Done.
5	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	Not done	50,000.00 GAA	0.00 GAA	Personnel Services Division PNOC-GFPS	Not Done. Due to unforeseen scheduling and resource constraints, the PNOC GFPS committee was unable to facilitate an in-house online session on Gender and Development (GAD) for newly hired employees last year. As an alternative measure, the committee included TESDA's free online GAD course in the company's intranet. This course is accessible to interested employees as a self-paced learning opportunity, and participants are awarded a certificate upon completion. The policy for leading and institutionalizing this effort—requiring/reminding new hires to complete the online course—is still under development. The GFPS committee is in constant communication with upper management and the Personnel Services Division to ensure the successful implementation of this initiative.

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6	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%	Not Done. Done. Last August 20, 2024, six members of PNOC GFPS were able to attend the PCW hosted 2024 GAD Webinar 5 entitled: Roadmap to Gender Equality and Women Empowerment: Charting the Course through GAD Agenda. Done. 43% (6 out of 14) of GFPS members were able to attend the webinar.	50,000.00 GAA	21,219.41 GAA	PNOC - GFPS Top Management	Done. The GAD Agenda is still yet to be formulated. This F.Y. 2025, the GFPS committee is looking forward to organize a workshop for the creation of the PNOC's 6-year GAD Agenda.
7	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	Not done. Last September 25, 2024, three members of PNOC GFPS were able to attend the PCW hosted 2024 GAD Webinar 6. That is only 21% of all GFPS members. Done. Last September 25, 2024, three members of PNOC GFPS were able to attend the PCW hosted 2024 GAD Webinar 6 entitled: GAD Planning and Budgeting for NGAs / National GAD Budget Forum.	50,000.00 GAA	9,139.31 GAA	PNOC-GFPS Personnel Services Division	Done.
8	Expressed need among GFPS members to be further capacitated in developing, implementing, monitoring, and auditing company GAD PAPA.	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 PAPA 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	Not done. Last September 25, 2024, three members of PNOC GFPS were able to attend the PCW hosted 2024 GAD Webinar 6. This is only 21% of the total number of PNOC GFPS members. Done. Last September 25, 2024, three members of PNOC GFPS were able to attend the PCW hosted 2024 GAD Webinar 6 entitled: GAD Planning and Budgeting for NGAs / National GAD Budget Forum.	50,000.00 GAA	9,139.31 GAA	PNOC-GFPS Personnel Services Division	Done.
9	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 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	Partially done. Only one meeting was conducted. Not done. The reviewed and revised CNA is still being reviewed by the upper management for approval.	70,000.00 GAA	9,203.48 GAA	Personnel Services Division	Done.
10	Lack of organization issued policies for full integration/mainstreaming of GAD in programs and activities that will be implemented.	Framework for mainstreaming GAD in PAPA 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 PAPA 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	Not done Not done Not done	50,000.00 GAA	0.00 GAA	PNOC-GFPS Personnel Services Division	Not Done. The organization is still in the process of formulating its GAD Agenda, which serves as the roadmap for gender mainstreaming efforts. Without this foundational document, it was challenging to align and prioritize gender-related activities, including policy formulation and review, within the broader organizational framework. The organization is also undergoing a significant transition under the leadership of a new administration. This period of adjustment has resulted in shifts in organizational priorities and resource allocation, which impacted the timely implementation of planned GAD activities. PNOC's commitment still remains towards gender equality and women empowerment. Looking forward for a much successful GAD in 2025.
11	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 PAPA.	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.	Partially done. The PNOC GFPS updated the GAD corner on the website by posting its accomplishments for the 1st and 2nd quarters of 2024. There were no GAD activities for the 3rd quarter of the same year, and the documentation and narratives for the commemoration of the 2024 18-Day Campaign to End VAW are yet to be posted. In Fiscal Year 2025, the GFPS plans to enhance the GAD corner by transforming it into a GAD Microsite. This will ensure that all information regarding GAD at PNOC is efficiently posted and becomes more accessible to the public. Done. The PNOC GFPS successfully conducted the 2024 GAD Survey last year. The online survey form was emailed to all employees on October 31, 2024. However, due to the busy schedules of most employees, only 51 responses were recorded. The results are yet to be posted in the GAD corner of the PNOC website.	50,000.00 GAA	0.00 GAA	PNOC-GFPS Strategy Management Office - Management Information System	Done.

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12	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.	Not done  Not done  Not done	100,000.00  GAA	0.00  GAA	PNOC-GFPS	Not Done. While we recognize the importance of monitoring and evaluating GAD PAPs, we are yet to internally design and implement a standardized tool tailored for this purpose. The lack of such a mechanism has hindered our ability to systematically measure the effectiveness and areas for improvement of GAD PAPs. The establishment of updated baseline data for GAD initiatives remains a challenge. The most recent baseline data we have is from the 2023 company-wide GAD Survey. This data, while valuable, requires updating to reflect the current needs and circumstances of the organization, which is critical for meaningful monitoring and evaluation efforts. Despite the delay in establishing a comprehensive baseline and tool, evaluation forms were distributed during in-house GAD activities. These forms helped gather insights on the immediate impact of activities from participating employees during the 2024 18-Day Campaign to End VAW. However, these evaluations were limited in scope and did not encompass the broader objectives of GAD PAPs, including monitoring 20% of the identified programs. Moving forward, we aim to prioritize the development of a monitoring and evaluation tool in 2025 to ensure systematic tracking of GAD PAPs and to establish updated baseline data that will support evidence-based improvements in our GAD initiatives.
13	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	Done. In support of efforts to address the lack of a dedicated space for officials, employees, stakeholders, and the public to access GAD-related materials, information, and data, the relocation of the GAD Room was successfully completed. Initially, in 2023, the GAD Room was relocated to the 2nd floor of the building to improve accessibility. However, in 2024, it was further relocated to the 4th floor to align with the evolving needs of the organization and optimize its functionality. The GAD Room serves as a multi-purpose space for GAD-related initiatives. It has been utilized for the safekeeping of paraphernalia from previous GAD activities and as a venue for conducting interviews during the 2024 GAD Study. Notably, the relocation incurred no additional expenses, as no new materials were procured for the room. The project relied on existing resources, reflecting cost-efficiency while achieving the intended objectives. This accomplishment reinforces our commitment to enhancing support for GAD programs and initiatives.	100,000.00  GAA	0.00  GAA	PNOC-GFPS	Done.
14	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.	Not done  Not done	50,000.00  GAA	0.00  GAA	PNOC-GFPS	Not Done. Despite the initial target of providing monthly updates to the GAD section of the bulletin board at the lobby, no improvements or updates were implemented during the year. This was largely due to competing priorities and limited manpower allocated to the maintenance and enhancement of the GAD bulletin board. The target of purchasing an LED board dedicated to GAD was not met. Budget constraints and prioritization of other organizational requirements affected the ability to allocate resources for the procurement of the LED board. Moving forward, the organization acknowledges the importance of promoting GAD visibility within the company office. For 2025, we aim to address these gaps by streamlining processes for the regular updating of the GAD bulletin board and exploring alternative cost-effective options to promote GAD visibility in the workplace.
<b>ATTRIBUTED PROGRAM</b>											
15					Rooftop Solar Photovoltaic (PV) System for Government Entities			206,250,000.00  GAA	43,426.66  GAA	Top Management and Board of Directors  Business Research and Development Department	As of December 31, 2024, the project acquired a total of eight government entities as clients who will be availing the installation of solar PV systems for their buildings. At present, the Business Research & Development Department (BRDD) of PNOC is in the process of acquiring the necessary documents/requirements for the project. Throughout 2024, no major expense is recorded aside from local travel and representation expenses that are all used in coordinating with the potential partners and beneficiaries. Rest assured that the project will continue up to 2025. The GFPS of PNOC will also continue to coordinate with the BRDD to help them make their energy project gender-responsive. A review of the output from the HGDG workshop last November 2023 will also be conducted to identify the important steps to take.
<b>SUB-TOTAL</b>								208,921,000.00	469,756.43	GAA	
<b>TOTAL</b>								208,921,000.00	469,756.43		

Prepared By:	Approved By:	Date
		
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