

**COMMENTS ON THE ANNUAL GAD ACCOMPLISHMENT REPORT  
FY 2025**

<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>	1,245,619,000.00		
<b>Actual GAD Expenditure</b>	17,663,151.33	<b>Original Budget</b>	208,451,140.80
		<b>% Utilization of Budget</b>	8.47
<b>Actual GAA Expenditure</b>	17,663,151.33	<b>Original GAA Allocation</b>	208,451,140.80
		<b>% Utilization of Original</b>	8.47
<b>% of GAD Expenditure:</b>	1.42%		

Greetings!

The Philippine Commission on Women (PCW) has completed the review of your agency's FY 2025 Gender and Development (GAD) Accomplishment Report (GAD AR) submitted through the Gender Mainstreaming Monitoring System. Please be guided by the PCW reviewer's final observations and remarks reflected. These comments are issued to support your agency in strengthening the implementation of your ongoing GAD programs, projects, and activities and in improving the preparation of your succeeding GAD Plans and Accomplishment Reports.

Kindly note that the same final comments will also serve as your reference in accomplishing the Post-Review GAD AR Data Validation Form, to ensure that the implementation details and reported data reflected in your GAD AR are accurate and complete:

\*The agency did not meet the minimum 5% GAD Expenditure requirement.

\*For future submissions, we recommend including narrative reports regarding the implementation of the GAD Plan and Budget submitted through the GMMS. We also recommend providing the sex-disaggregated data (SDD) of beneficiaries to help evaluate gender-related outcomes more accurately.

1) Printing and submission of signed copy (with PCW final comments)

Please print the returned FY 2025 GAD AR with PCW final comments, have it signed by the appropriate officials, and submit the signed copies to PCW and your respective COA Audit Team.

**GENERAL COMMENTS**

Philippine Commission on Women

March 18, 2026

Steps to generate the PDF file with PCW final comments in GMMS:

6. Click "My GAD Profiles" menu;
7. Select "List of GAD Plans and GAD ARs";
8. Click the View icon under the Actions column;
9. Click the Comment Reports icon to view the reviewed GAD AR with PCW comments/remarks; and
10. Click the PDF icon to generate the final reviewed report.

For agencies under GMMS Version 3 pilot implementation, you may coordinate with the system administrator through [sysadmin@pcw.gov.ph](mailto:sysadmin@pcw.gov.ph) for concerns related to generating the reviewed report. Likewise, please be reminded that agencies are enjoined to publish their signed FY 2025 GAD AR in their physical and/or online GAD Corner, consistent with transparency and accountability standards.

2) Post-Review GAD AR Data Validation Form (Deadline: 15 April 2026)

In line with national reporting and consolidation, we also request your agency to accomplish the Post-Review GAD AR Data Validation Form (<https://tinyurl.com/GADARDataValidationForm>) on or before 15 April 2026.

Your response is essential as it will:

- validate and clarify key data on your FY 2025 GAD implementation and budget utilization;
- form part of the GAD Budget Report in Brief; and
- serve as an important basis in the assessment of your agency's reporting quality and GAD performance.

Thank you for your continued commitment to gender-responsive governance.

	Gender Issue /Gad Mandate (1)	Cause of Gender Issue (2)	GAD Result Statement/GAD Objective (3)	Relevant Organization MFO/PAP or PPA (4)	GAD Activity (5)	Performance Indicators / Targets (6)	Actual Result (Output/Outcomes) (7)	Total Agency Approved Budget (8)	Actual Cost /Expenditure (9)	Remarks (10)
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>										
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.	<p>Percentage of employee attendance per activity - At least 60%.</p> <p>Number of GAD activities conducted in March - 100% of proposed and approved activities.</p>	<p>The PNOC-GFPS achieved significant engagement across its 2025 GAD initiatives for Women's Month, with the Talk on Women s Rights and Talk on Women s Health recording the highest participation rates at 63.23% (98 attendees) and 61.29% (95 attendees) of the 155-employee baseline, respectively. The Entrepreneurial Exposure sessions reached 45.16% of the general workforce, while the GAD Outreach Program engaged 28.39% of staff. Additionally, the specialized Fire Safety Lecture successfully trained 50.00% (10 attendees) of the designated 20-member Emergency Response Team (ERT), ensuring that half of the frontline safety personnel are now updated on critical fire prevention and response protocols.</p> <p>The PNOC-GFPS successfully implemented 75% of its approved GAD initiatives for 2025 NWMC, completing six (6) out of the eight (8) proposed activities for the period.</p>	594,000.00	373,986.75	
<b>COMMENTS:</b>										

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<b>Column 7: Bea Selina P. Velasco</b>	[Mar 13 2026 6:05:29 PM]:	<i>For future submission, please include the sex-disaggregated data (SDD) of your participants. Applies to all rows.</i>								
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	100% (16 out of 16) of PNOC GFPS-TWG & Secretariat members were able to attend the PCW GAD Webinar Series.  PNOC GFPS-TWG & Secretariat Members successfully attended four (4) PCW-hosted GAD Webinars in 2025. The attendees were able to enhance their GAD knowledge as they learned more about the SOGIESC (Feb 26), Gender Analysis (Apr 2), HGDG (Jun 18), and GAD Database (Sept 26). Below is the list of the webinars attended by the GFPS members.	40,800.00	8,250.00	The PNOC-GFPS TWG and Secretariat members leveraged PCW-led webinars to enhance their understanding of various GAD concepts. All indicated expenses were allocated for the attendees' meals and snacks.

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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	<p>Number of GAD activities conducted - 100% of proposed and approved activities.</p> <p>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%</p>	<p>The PNOC-GFPS achieved a high implementation success rate for the 2025 18-Day Campaign to End VAW, successfully conducting 87.5% (7 out of 8) of the proposed and approved activities. This completion rate reflects the Committee's commitment to sustained advocacy and the effective mobilization of resources to meet the campaign s programmed milestones.</p> <p>The Culminating Activity and the Talk on Health and Self-Care saw the highest engagement levels, with 27.74% (43 attendees) and 27.10% (42 attendees) participation, respectively. Other key initiatives included the Online Orientation on the PNOC GAD Help Desk (21.94%), Film Showing Activity (16.13%), Talk on SOGIESC (12.90%), and the GAD Outreach Program (9.68%). These figures provide a baseline for identifying which platforms particularly health-centered and culminating events resonate most effectively with the general workforce.</p>	508,000.00	238,174.76	

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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	PNOC successfully conducted a two-part GAD Agenda Workshop on May 21 and June 3, 2025, to develop the organization s six-year strategic framework. The sessions achieved a 76% attendance rate, with 16 out of 21 GFPS members actively participating in the crafting process. This turnout successfully exceeded the established performance target of at least 60%. Participation was inclusive and cross-functional, involving representatives from all departments, offsite offices in Bataan and Batangas, and members of the GFPS Executive Committee.  The committee successfully accomplished the target for 2025, with the workshops resulting in a finalized six-year strategic plan. This GAD Agenda was officially approved and signed by the PNOC President and CEO (PCEO), institutionalizing the company s gender-responsive goals. Following the internal approval, the GAD Agenda was successfully submitted to the Philippine Commission on Women (PCW) and the Commission on Audit (COA), fulfilling the external reporting and compliance requirements for the period.	18,000.00	16,688.15	

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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	Not done.	720,340.80	0.00	Target deferred for further evaluation. Upon review of the 7th-floor rehabilitation progress, the GFPS identified accessibility concerns regarding the proposed location. To ensure the GAD Room serves its purpose for all employees and visitors, the Committee is currently finalizing the selection of a more accessible and inclusive site. Procurement of IEC materials and equipment is temporarily on hold to match the requirements of the new location.
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.	Not done.	0.00	0.00	Target deferred due to the change in the Agency's top leadership in mid-2025. The transition period required a shift in focus toward internal GAD capacity-building and organizational stabilization, resulting in the postponement of high-level external courtesy calls to a more opportune period.

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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	The PNOC GFPS successfully fulfilled its commitment to improving gender-responsive support systems with the official launch of the PNOC GAD Help Desk on November 25, 2025. This initiative establishes a dedicated platform for employees to seek assistance, report concerns, and access gender-related resources, ensuring that GAD mainstreaming is integrated into the company's daily operations.  To ensure the effective utilization of the new system, an official email blast was conducted on December 1, 2025, reaching all employees to announce the Help Desk's availability. This communication included the GAD Help Desk User Manual, providing clear, step-by-step instructions on how to navigate the platform. This targeted information campaign successfully met the requirement for proactive internal advocacy and resource sharing.	0.00	0.00	The establishment of the PNOC GAD Help Desk was completed with zero actual expenses by maximizing internal capabilities and cross-functional expertise. The committee utilized existing infrastructure and tools like Google Script to build the platform at no cost to the organization. To ensure technical integrity, the Management Information System (MIS) department provided critical support in implementing robust encryption and maintaining total user anonymity throughout the system. Additionally, the Legal team guided the development of the system's guidelines and established necessary legal safety nets to ensure that all protocols for receiving and processing concerns remain fully compliant with all legal requirements.



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8	Limited accessibility of GAD-related information and resources within PNOG, restricting employees and stakeholders from fully engaging with gender and development initiatives.	The existing GAD Corner on the PNOG website needs improvement in terms of visual design, content organization, and user experience to enhance accessibility and engagement.	To enhance the PNOG 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 PNOG 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.	The PNOG GFPS successfully executed the strategic transition of the corporate website s former "GAD Corner" into a dedicated GAD Microsite, which was officially integrated and launched on September 4, 2025. This initiative established a centralized digital hub that significantly enhances the visibility and accessibility of the organization s gender mainstreaming efforts. The new Microsite serves as a dual-purpose platform, providing a space for GAD-related articles and updates while functioning as a comprehensive repository for all institutional initiatives, studies, and reports.  While an official email blast was not utilized for this specific launch, the transition was successfully announced and disseminated to the workforce via the company s official Viber channel. This alternative digital platform ensured immediate reach and real-time engagement across the organization.	0.00	0.00	The development, renaming, and integration of the GAD Microsite were achieved with zero actual expenses through the efficient use of existing internal resources. By leveraging the organization's current web infrastructure and internal digital tools, the committee avoided the need for external web development services or additional software procurement.

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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: PNOG 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%	The PNOG GFPS-TWG and Secretariat successfully met the information dissemination target for Project SKILL by conducting exactly six (6) official email blasts between August 7 and November 5, 2025, to promote identified free TESDA online courses. This strategic communication plan resulted in 47 employees successfully completing their featured online courses and submitting the required executive summaries of their learnings.  Based on the organization's 155-employee baseline, this achievement represents a 30.32% participation rate, which successfully satisfies the performance target of at least 30% engagement. Participants were formally recognized during two awarding ceremonies, including one held during the 18-Day Campaign to End VAW, where top management presented tokens to acknowledge their commitment to continuous digital learning.	0.00	16,350.00	

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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: PNOG 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 PNOG Employees	Percentage of PNOG employees who received an emergency go-bag - 100% of male and female employees	The PNOG successfully achieved its target of providing emergency go-bags to 100% of its workforce, with all 155 male and female employees receiving their respective units. This initiative, a collaborative effort between the PNOG GFPS and the Emergency Response Team (ERT) under the General Services Division (GSD), officially commenced its distribution phase on November 5, 2025.	320,000.00	280,888.00	
<b>ATTRIBUTED PROGRAM</b>										

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11					Rooftop Solar Photovoltaic (PV) System for Government Entities			206,250,000.00	16,728,813.67	The PNOC GFPS successfully applied the Project Implementation and Management, and Monitoring and Evaluation (PIMME) checklist to the "Rooftop Solar Project for Government Buildings" (RGB) to determine its gender responsiveness. Based on the assessment, the project achieved a score of 15.58 out of 20, classifying it as a gender-responsive initiative. As a result of this high level of integration, a significant portion of the project's budget is being attributed to the organization's GAD accomplishments. Out of the ₱21,474,728.72 total actual expense, 77.90%—amounting to ₱16,728,813.67—is officially recorded as the attributable GAD expense. This attribution reflects the project's success in ensuring that renewable energy infrastructure and government building upgrades are implemented with a strong commitment to gender equality and inclusive development.
<b>COMMENTS:</b>										

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<b>Column 5: Bea Selina P. Velasco</b>	[Mar 13 2026 6:02:09 PM]:	<i>For future submissions, please encode your PIMME Score after the program title.</i>								
							<b>SUB-TOTAL</b>	208,410,340.80	17,654,901.33	GAA
								40,800.00	8,250.00	Corporate Funds
							<b>TOTAL</b>	208,451,140.80	17,663,151.33	

Prepared By:	Approved By:	Date
		
<b>Maria Terrisa A. Tripulca</b>	<b>Ma. Cristina Sheila C. Cabaraban</b>	
<b>Human Resource Management Officer IV / Pnoc GFPS-TWG Chairperson</b>	<b>President &amp; CEO / GFPS Chairperson</b>	