

PNOC
The Energy Company

2022 GAD

Accomplishments



THE PNOC GENDER AND DEVELOPMENT FOCAL POINT SYSTEM
Led by GFPS Chair, President Jesus Cristino P. Posdas



**LET'S
celebrate!**
Join us via
Zoom

MARCH 17
1:00 pm to 5:00 pm

Capability Development Seminar | For PNOC GFPS
**ALLOCATION, UTILIZATION AND AUDIT OF GAD BUDGET FOR
NGAs, GFIs, GOCCs, WATER DISTRICTS AND ELECTRIC
COOPERATIVES**
By: Center for Global Best Practices

MARCH 18
8:00 am to 12:00 nn

Virtual GAD TALK 1 | For PNOC and COA employees
**WOMEN EMPOWERMENT: HEALTH, WEALTH,
SAFETY AND WELL BEING OF WOMEN IN THE
WORKPLACE**
By: Dr. Corazon Aguilar-David, J.D., Ed.D.



MARCH 23
1:30 pm to 3:30 pm
(1st Screening)

MARCH 24
1:30 pm to 3:30 pm
(2nd Screening)

Film Showing | For PNOC and COA employees
TANABATA'S WIFE
Through Ms. Karen Jane Salutan, Founder and CEO of Pinoy
Indie Films Road Show/EDUKSINE



MARCH 29
8:00 am to 12:00 nn

Virtual GAD TALK 2 | For NEW Employees
USE OF GENDER FAIR LANGUAGE
By: Ms. Renifer R. Francisco,
President, Gender Empowerment Consultancy and Advocacy
Firm (GECAF)
Member, PCW GAD Resource Pool



MARCH 30
8:00 am to 12:00 nn;
1:00 pm to 5:00 pm

Capability Development Seminar/Workshop | For PNOC GFPS
**REVISITING THE HARMONIZED GENDER AND
DEVELOPMENT GUIDELINES (HGDD) AND ITS
APPLICATION FOR PNOC GFPS**
By: Dr. Blesshe L. Querijero, Associate Professor III-Institute of
Biological Sciences, University of the Philippines Los Banos
Member, PCW GAD Resource Pool



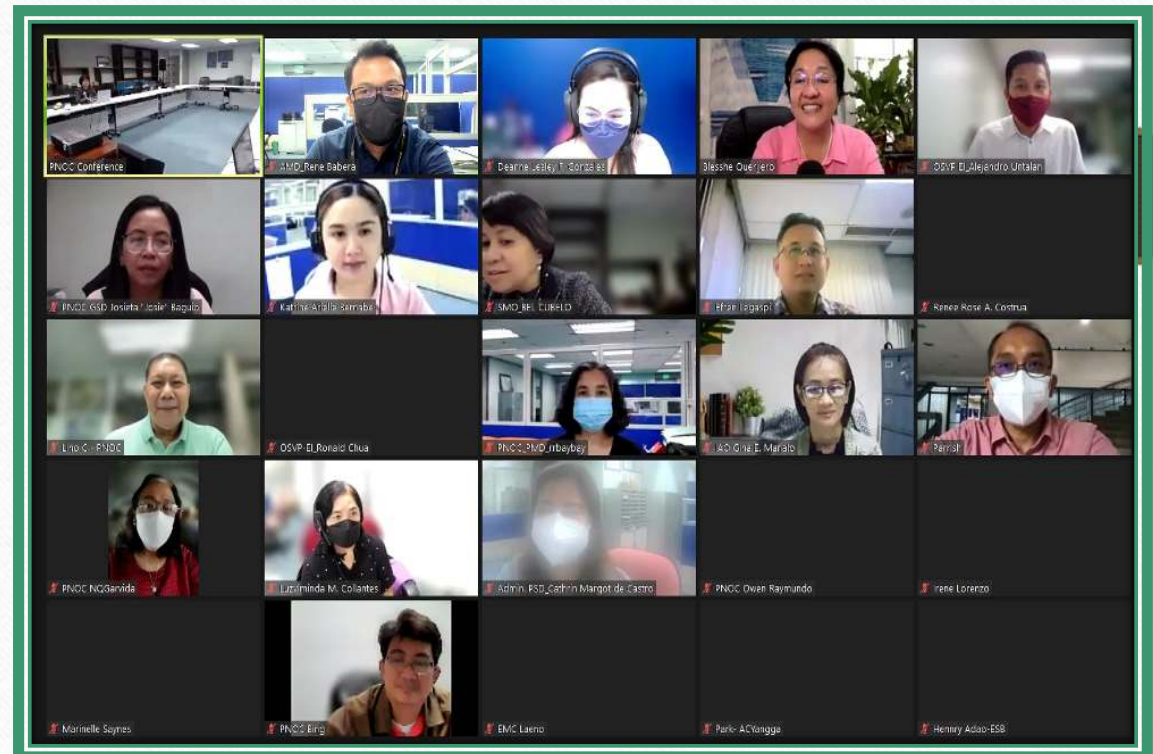
Observance of the National Women's Month

Last March 1-31, 2022, PNOC celebrated National Women's Month, with the theme 'Agenda ng Kababaihan Tungo sa Kaunlaran', with the attendance to two (2) Capability Development Seminars and two (2) GAD Talks; and one (1) Film Showing, all via Zoom.

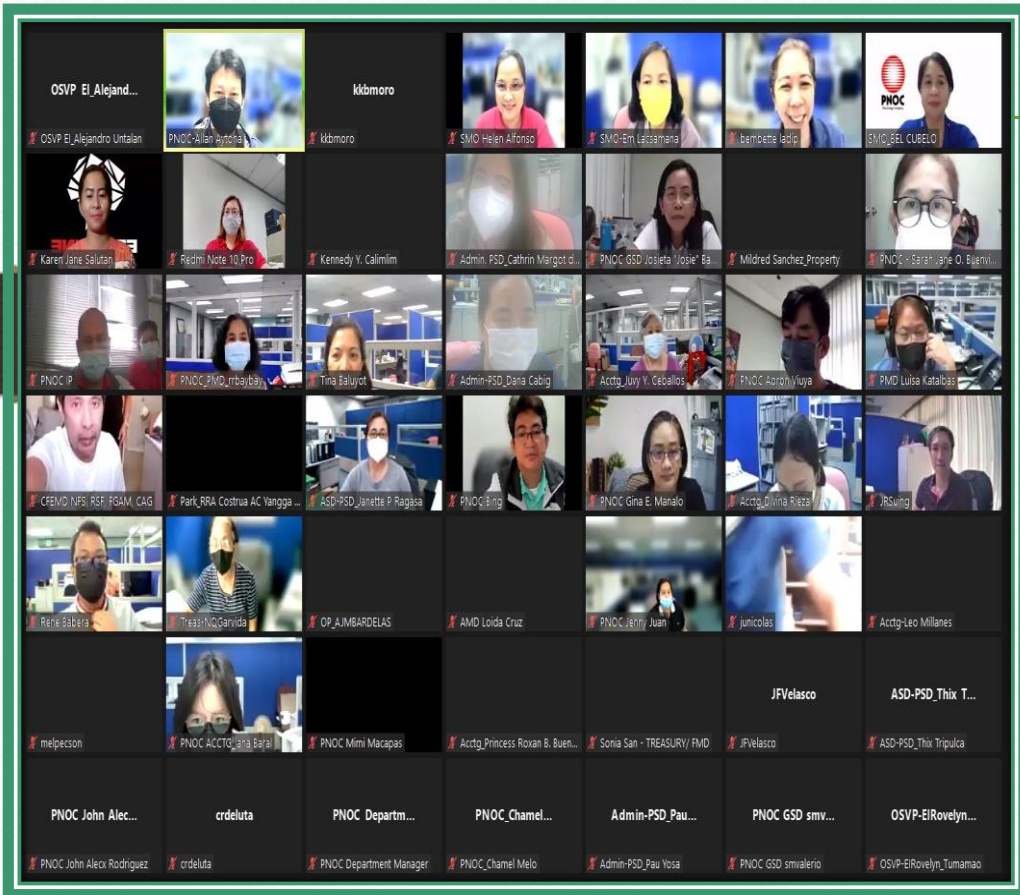
Revisiting the Harmonized Gender and Development Guidelines and Its Application for the PNOC GFPS by Dr. Blesse L. Querijero



Allocation, Utilization, and Audit of GAD Budget by Center for Global Best Practices



Film Showing



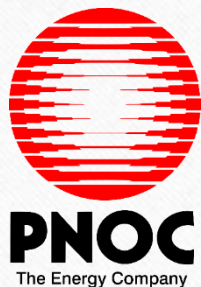
On March 25 and March 31, 2022, eighty-six (86) employees from the PNOC Head Office, Energy Supply Base and Industrial Park participated in the online screening via Zoom of the movie “Tanabata’s Wife” provided to PNOC by our GAD partner, Ms. Karen Jane Salutan, CEO and Founder of EdukSine (formerly Pinoy Indie Films Roadshow).



Tanabata-San is a successful Japanese immigrant farmer in La Trinidad Valley in Benguet, where the Japanese have been known to pioneer the planting of salad greens. Middle-aged and lonely, he hires a young feisty Bontoc woman, Fasang, as farmhand, and falls in love with her.



Ms. Mai Fanglayan
Actress



Observance of 18 –Day Campaign To End Violence Against Women



The Philippine National Oil Company joins the observance of the



18-Day Campaign to End Violence Against Women

November 25 to December 12, 2022

UN*TED for a VAW-FREE PHILIPPINES



PNOC participated in the annual observance of the 18-day Campaign to End Violence Against Women from November 25 to December 12, 2022.

The Philippine National Oil Company joins the observance of the 18-Day Campaign to End Violence Against Women November 25 to December 12, 2022

UN*TED for a VAW-FREE PHILIPPINES

Film Showing: "Sol Searching", via the EdukSine platform

HO: November 25, 2022, Friday, 9:30-11:30am & 1:30-3:30pm
Batch 1 and 2
November 26, 2022, Tuesday, 9:30-11:30am & 1:30-3:30pm
Batch 3 and 4
November 26, 27 and 30, 2022 – Free online access to the movie

ESB: November 25, 2022, Friday, 1:30-3:30pm
November 26, 27 and 30, 2022 – Free online access to the movie

PIP: November 28, 2022, Monday, 1:30-3:30pm
November 26, 27 and 30, 2022 – Free online access to the movie

with **MS. KAREN JANE SALUTAN**, CEO, EdukSine

GAD Talks

a. Women's Rights as Human Rights
November 28, 2022, Monday, 9:30 – 11:30 am
Atty. Maria Cleofe Gettie C. Sandoval
Lawyer/Policy, Law and Gender Consultant
Faculty - School of Law, Ateneo de Manila University, Makati City
MA Humanities Program, St. Scholastica's College, Manila City

b. Male Engagement in VAW Issues
December 7, 2022, Wednesday, 1:30 – 3:30 pm
Miguel Victor T. Durian
University Extension Associate II, Affiliate
Assistant Professor - Department of Development Journalism, College of Development, Communication, University of the Philippines - Los Baños (UPLB)
Vice President - UPLB Men Opposed to Violence Against Women Everywhere (MOVE)

"VAWai Yan! I-video Mo Yan!": A Digital Short Video Contest

Duration: November 25 – December 2, 2022
December 12, 2022, Monday - Awarding of Winners

Deadline: December 2, 2022, Friday / 5:00 PM

Submission: Via Google Link:
https://drive.google.com/drive/folders/1kxBFxU0hTSJNZ_Sbz2c3pVRIJ8uZnFB7usg?sharing

Judging: December 7, 2022, Wednesday
December 9, 2022, Friday - back up date in case of tie

Refer to Contest Mechanics



Observance of 18 –Day Campaign To End Violence Against Women





Observance of 18 –Day Campaign To End Violence Against Women



From November 25 to November 30, 2022, ninety-two (92) employees from the PNOC Head Office, Energy Supply Base and Industrial Park participated in the online screening via the EdukSINE platform of “SOL SEARCHING” provided to PNOC by our GAD partner, Ms. Karen Jane Salutan, CEO and Founder of EdukSine (formerly Pinoy Indie Films Roadshow).





Observance of 18 –Day Campaign To End Violence Against Women



HEAD OFFICE



Energy Supply Base



HEAD OFFICE

FILM SHOWING



Industrial Park





Observance of 18 –Day Campaign To End Violence Against Women



Last November 28, 2022, via Zoom, 73 PNOC employees also participated in the Talk on “Women’s Rights as Human Rights” by **ATTY. MARIA CLEOFE GETTIE C. SANDOVAL**, Law and Gender Consultant, and Faculty Member of the School of Law, Ateneo de Manila University, Makati.

Observance of 18 –Day Campaign To End Violence Against Women



UN Declaration on Violence Against Women (1993)

Defines VAW as any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.

Covers:

- (a) Physical, sexual and psychological violence occurring in the **family**, including battering, sexual abuse of female children in the household, dowry-related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation;
- (b) Physical, sexual and psychological violence occurring within the **general community**, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in women and forced prostitution;
- (c) Physical, sexual and psychological violence **perpetrated or condoned by the State**, wherever it occurs.

THE VERTICAL & HORIZONTAL DIVIDE

SEX (Ecological Male / Female, Fixed, Relatively changeable) → **GENDER** (Cultural Masculine / Feminine, Varies from one culture to another, Changeable) → **socialization** (Institutions: Family, School, Language, Church, Media, State) → **GENDER STEREOTYPING** → **Sex/Gender Division of Labor** (Productive: Man: Engineer, Doctor, Breadwinning; Woman: House Wife, Childbearing, Childrearing) → **gender bias** → **GENDER SYSTEMATIC OPPRESSION**

REPRODUCTIVE (Unpaid labor, Community) → **INTERNALIZED** → **GENDER SYSTEMATIC OPPRESSION**

MARGINALIZATION AGAINST WOMEN (STEREOTYPED EXPLOITATION) → **INTERNALIZED** → **GENDER SYSTEMATIC OPPRESSION**

SOCIAL-CULTURAL and **POLITICAL-ECONOMIC** factors influence the process.

Slide from RRikken

Ceticie Sandoval



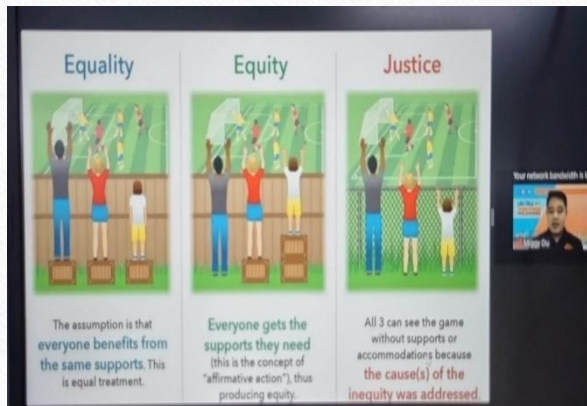
Observance of 18 –Day Campaign To End Violence Against Women



Last December 12, 2022, via Zoom, 92 PNOC employees likewise participated in the Talk on “Male Engagement in VAW Issues” by MR. MIGUEL VICTOR T. DURIAN, University Extension Associate II, Affiliate Assistant Professor - Department of Development Journalism, College of Development Communication, University of the Philippines Los Baños (UPLB), and Vice President - UPLB Men Opposed to Violence Against Women Everywhere (MOVE).



Observance of 18 –Day Campaign To End Violence Against Women



**Group 1
Accounting Department**



1st Place

**Group 13
Strategy Management Office**



2nd Place

**Group 11
Office of the General Counsel/
Office of the Corporate Secretary**



3rd Place

**Group 6
PMD-BRDD**



1 SA 4

**Group 8
Energy Supply Base**



**Group 9
Executive Offices**



What are examples of “gender-based streets and public spaces sexual harassment”?

- Catcalling, wolf-whistling, unwanted invitations, misogynistic, transphobic, homophobic, and sexist slurs;
- Persistent unwanted comments or gestures on a person's appearance;
- Releasless requests for personal details;
- Statements of sexual comments and suggestions;
- Public masturbation or flashing or private parts;
- Groping, making offensive body gestures at someone, and similar lewd sexual actions;
- Persistent telling of sexual jokes;
- Stalking

**Group 4
ASD-Property/Procurement
Management Division**



**Group 14
Treasury Department**



**Group 3
ASD-Personnel Services Division**

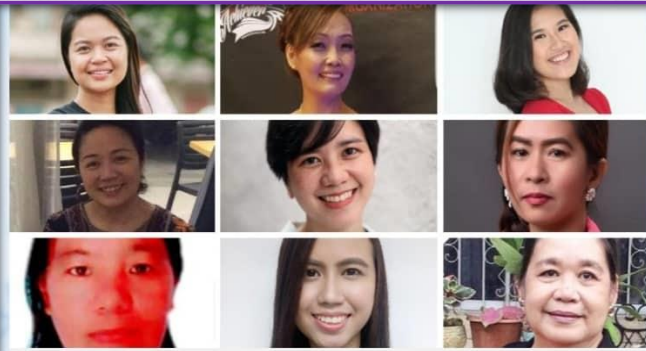


In order to drum up the “UNiTed for a VAW-free Philippines” campaign, the PNOC GFPS initiated a digi-short video contest dubbed as “VAWal Yan! I-video Mo Yan!” among PNOC and PNOC-COA employees. The aim of the contest is to reiterate everyone’s commitment and contributions on ending violence against women.

Ten (10) out of fourteen (14) Offices/Departments participated in the contest, with Accounting Department winning 1st place, Strategy Management Office 2nd place, and Office of the General Counsel at 3rd place.

Continuing Information Drive on Gender Issues

- During the year, PNOC continued its gender mainstreaming efforts, utilizing the social media platform for a sustained information campaign.
- Online newspaper articles were also shared in the company's group chats.
- The GFPS also explored the PCW website and internet for free webinars for employees, that tackled women and children issues, including mental wellness.



9 Filipina startup leaders celebrated on International Women's Day

Here are 9 Filipina startup leaders and their enterprises featured by the Department of Science and Technology (DOST) as the Philippines and the rest of the world celebrate...
goodnewspilipinas.com

https://youtu.be/VSKd6Jd_SP8



Ep. 6: Violence Against Woman and Children (VAWC)

"A woman is not a chattel. She is her own person." - Judge Elisa Sarmiento-Flores. Alamin ang batas na nagpaparusa sa karahasan laban sa mga kababaihan at ka...
[youtube.com](https://www.youtube.com)

Female Warrior is an accepted part of Filipino culture



Nieves Fernandez: The Deadliest Teacher of World War II - Flying Ketchup

While some cowered at the sight of a Japanese soldier with a gun, not Nieves Fernandez, better known as "Miss Fernandez". This seemingly...
flyingketchup.ph



ADVISORY

GAD Webinar Series 2022



We inform our stakeholders that GAD Webinar 7 and 8 will be rescheduled as follows:

GAD Webinar 7

The GAD Agenda: Formulating the GAD Strategic Framework and GAD Strategic Plan
New Schedule: **October 27, 2022**
Registration: **To be announced**

GAD Webinar 8

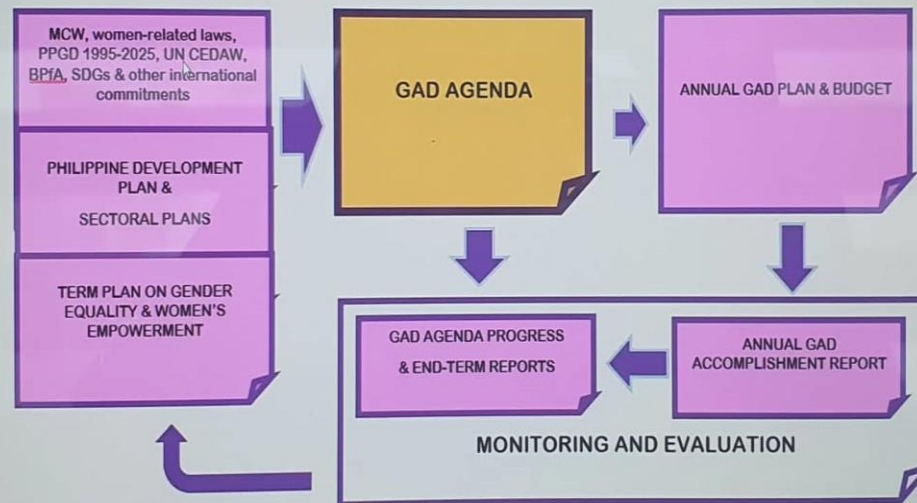
Gender-Fair Communication
New Schedule: **November 24, 2022**
Registration: **To be announced**



If you have other concerns, you may contact the Technical Services and Regional Coordination Division through: tsrcd@pcw.gov.ph and gadtraining@pcw.gov.ph and 09178454471.

POLICY GUIDELINES OF GAD AGENDA

POLICY FRAMEWORK





The UP Center for Women's and Gender Studies
& the Foundation for Media Alternatives

in
observance of the 18-Day Campaign against VAW,
invite you to a webinar

GBV in the Digital World in the Philippines: Services and Responses, Gaps and Challenges

December 9, 2022 (9:00 am to 12:00 nn)
via Zoom
Register here:
<https://forms.gle/2zDLw81Ck4aFERJq5>



POSITIVE
WORKPLACES

Kumusta Ka, Empleyadong Pilipino? 2022 FILIPINO EMPLOYEE WELLBEING SUMMIT SUMMIT SCHEDULE

November 29

The Filipino Employee Wellbeing Report

by Kurt De Castro
Senior Research and Development Officer
Positive Workplaces

by Monica Sillona
Lead Consultant
Strategic Organizational Leadership Academy (SOLA)

December 6

The Strength in Character for Organizational Performance

by Nikki Vergara
Chief Wellbeing Officer
Positive Workplaces

by Kevin Nera
People Strategy Consultant

December 8

Hacks for Career Wellbeing

by Rhea Gaddi
Management Consultant
Great Place To Work® for ASEAN and ANZ

Positive Emotions at Play through Gratitude and Contentment

by Jericho Capinpin
Chief People Officer
Positive Workplaces

by Matthew Sy
Wellbeing Coach and Co-founder
What Really Matters

The Power of Connectedness and Spirituality in the Workplace

by Kay Vardeleon
Founding Partner/Psychologist
Childfam-Possibilities Psychosocial Services Co.

In collaboration with:



FREE REGISTRATION

LIVE zoom

*with free e-certificate

POSITIVE
WORKPLACES

FEELING TIRED ALL THE TIME?

7 TYPES OF REST
AND HOW WE CAN PRACTICE THEM

