

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT

Reference: Endorsed

FY 2022

Agency Name: Technical Education and Skills Development Authority

Agency Category: Attached Agency

Total Budget: 12,602,868,318.21	Approved GAD Budget: 9,243,213,887.60	Actual GAD Budget: 8,973,037,501.94	% of Utilization of Approved GAD Budget: 97.08%	% of GAD Expenditure: 71.20%
GAA: 12,602,868,318.21	GAA: 9,243,213,887.60	GAA: 8,973,037,501.94	GAA: 97.08%	GAA: 71.20%

GENDER ISSUE/ GAD MANDATE	GAD OUTCOME/ RESULTS INDICATOR	OUTCOME/ RESULT PERFORMANCE		ACTIVITY/ PROJECT		ACTUAL GAD ACTIVITIES CONDUCTED	GAD BUDGET		GAD EXPENDITURE		RESPONSIBLE UNIT/OFFICE	VARIANCE/ REMARKS
		Target	Actual	Description	PAP ID		Amount	Source	Amount	Source		
A. Client-Focused												
Women's lack of social preparation and technical skills in Entrepreneurship as stated in page 42, Women's Empowerment, Development and Gender Equality (WEDGE) Plan 2013-2016	Number of women beneficiaries (e.g. retailers, sari-sari store owners) who completed the iSTAR Program	10, 217 women out of 12, 000 target women beneficiaries have completed their STAR program online	12,166 women beneficiaries (e.g. retailers, sari-sari store owners) have completed the iSTAR Program	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000000000	Conduct of GST with Gender-Based Entrepreneurship concepts for iSTAR Program partners e.g. microfinance institutions	6,757,004.58	GAA	6,757,004.58	GAA	PND-PLO, TWC - Center for Excellence	Done



For Review
as of 09 October 2024

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TESDA to promote women's rights at work and create opportunities for women employment as stipulated in the MCW IRR section 25.	Percentage of TVET graduates provided with various post-training assistance programs, by sex, by region	An average of 91% of TVET graduates were provided with various post-training assistance services and programs	94% of TVET graduates provided with Post-Training Assistance programs, by sex, by region	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000000000	Conduct of various post-training support services for women and men beneficiaries including Guidance Counseling, Employment Assistance, OJT placement, and other jobs bridging and referrals.	1,606,474.96	GAA	1,520,000.00	GAA	ROPOTI	Done
TESDA to promote a gender-fair TVET through development and enhancement of gender-sensitive curriculum and gender-sensitive learning materials as stated in the MCW section 16 A.1 and A.2	Percentage of women's access to various non-traditional skills training programs provided by TESDA through information and communication technologies	47% completion rate or 389,852 female graduates out of a total number of 828,173 have completed their TOP courses including NTT-related programs	47% completion rate of the total number of beneficiaries are female enrolled in various online training programs including NTT	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000000000	Conduct free TESDA Online Program (TOP) to female beneficiaries in the ff. non-traditional and priority sectors: Agriculture, Automotive, Electrical and Electronics, and Information and Communication Technology.	533,593.31	GAA	533,593.31	GAA	eTESDA	Done
Low skilled, low paying, and oppressive labor of women workers in local employment-related to household services, manufacturing, etc.	Percentage of free CACW Program beneficiaries, by sex and by region	This program was not implemented last CY 2020 due to COVID-19 pandemic and its restrictions	50% of free CACW Program beneficiaries are women, by region	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000000000	Monitor the conduct of Free Competency Assessment and Certification for Workers or CACW Program	58,968.00	GAA	54,665.99	GAA	Certification Office	Done

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Low enrollment of women in non-traditional skills training programs based on Philippine TVET Statistics 2014-2016	Number of IEC materials advocating for women's participation in NTT-related qualifications disseminated	6,228 IEC/GAD-related advocacy campaign materials were disseminated to various clientele through the 16 TESDA Regional Offices	7,000 number of IEC materials advocating for women's participation in NTT-related qualifications disseminated, by region	Support to Operations	200000000000000	Massive dissemination of IEC materials advocating for women's participation in NTT-related sectors during National Women's Month, EndVAWC and other yearly advocacy campaigns	1,653,046.58	GAA	1,599,308.18	GAA	ROPOTI	Done
	Percentage increase of women beneficiaries who availed the NTT-related training programs	The 3% target increase in the number of women enrolled in various programs under NTT-related sectors were not attained due to pandemic restrictions in the TVET delivery.	1.3% increase in the number of women enrolled in NTT-related qualification	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	310300000000000	Conduct of various TVET Scholarship programs in the ff. Non-Traditional sectors including those in Institution/Schoolbased and Communitybased programs: n the ff. NTT-related qualifications and priority areas: Agriculture, Forestry & Fishery, Automotive & Land Transportation, Construction, Electrical & Electronics, Metals & Engineering, and ICT	500,000.00	GAA	494,512.71	GAA	ROPOTI, Scholarship Management Division	There is a need to capacitate the Frontline Service Officers to promote the participation of women in NTT aimed at increasing the enrollment of women in male-dominated sectors
Implementation of the National TESD Plan 2018-2022 under the TVET for Social Equity strategy to reach the marginalized sectors and women in especially difficult circumstances (WEDC) as stipulated under the Magna Carta of Women section 34.B	Number of TVET graduates from the marginalized sectors including WEDC, sex, by client type, and by region	207, 525 graduates from TESDA's target special clients e.g. Indigenous Peoples, PWDs, Persons Deprived of Liberty, and other WEDC	200,000 TVET graduates from the marginalized sectors including WEDC, by sex, by client type, and by region	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	310300000000000	Conduct TVET programs and services to target marginalized sectors and special clients including WEDC	496,440.00	GAA	494,985.20	GAA	CLGUS, ROPOTI	Done
Sub-Total A							11,605,527.43		11,454,069.97			
B. Organization-Focused												

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TESDA to formulate its annual GAD Plan and Budget (GPB) and corresponding GAD Accomplishment Report (GAD AR) within the context of its mandate in order to sustain the implementation of its GAD activities.	Number of Consolidated 2022 GAD Plan and Budget formulated and Consolidated 2021 GAD Accomplishment Report submitted to PCW	The TESDA Consolidated 2021 GAD Plan and Budget received endorsement from the Philippine Commission on Women (PCW) while the Consolidated 2020 GAD Accomplishment Report was reviewed by PCW	One (1) Consolidated TESDA 2022 GPB formulated and one (1) Consolidated 2022 GAD AR prepared by the GFPS and submitted to PCW	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000000000	Conduct a series of workshops in GAD Planning and Budgeting to formulate the Annual TESDA's Consolidated GAD Plan and Budget and its corresponding GAD Accomplishment Report (GAD AR)	834,328.50	GAA	815,965.30	GAA	GFPS (Central and Regional Offices)	Done



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Strengthening TESDA's GAD Focal Point System (GFPS) as stated in MCW IRR Rule VI, Section 37.C to successfully lead in the Agency's gender mainstreaming efforts and set directions and priorities to accelerate implementation of GAD activities.	Number of GAD-related TVET policies reviewed and/or formulated	The TESDA GAD Agenda 2020-2025 was reviewed by the GFPS during the 2020 GAD Virtual Conference	Two (2) GAD-related TVET policies were formulated and/or reviewed: TESDA GAD Awards sa TVET	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	310100000000	Review and/or formulation of GAD-related TVET policies	50,000.00	GAA	50,000.00	GAA	PRED-PO, PPD - PO, HRMD-AS, GFPS - TWG, TWC as GAD Secretariat	Done
	Number of GFPS Assemblies conducted, by region	Two (2) Regional Offices of TESDA IV-A and IX conducted their 2020 GFPS Virtual Assemblies	Three (3) Regional Offices have conducted their 2022 Regional GFPS Assemblies including region TESDA IV-A, IV-B, and VIII	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	310100000000	Conduct of Regional GFPS Assemblies including online platforms	770,704.00	GAA	424,058.14	GAA	All Regional Offices	The target number of eight (8) regional offices to conduct their regional GFPS assemblies was not achieved due to changes in GAD focalship
	Number of GFPS Officers and Members who have participated in capacity-building programs on the use of different gender analysis tools by sex, by region	74 female and male GFPS officers and members have participated in the 2020 GFPS Virtual Conference	Not Done	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	310100000000	Organize and conduct capacity-building programs on the use of different gender analysis tools by sex, by region	391,427.92	GAA	0.00	GAA	HRMD-AS, TDI, GFPS of Central Office and All Regional Offices	Due to budget constraints, this GAD activity was not implemented but was replaced with the conduct of annual GFPS assembly as part of the GAD capacity development program
	Number of GFPS Officers and Members who have participated in regular GFPS meetings, by sex, by region	125 F/M GFPS Officers, members and GAD focal persons have participated in regular GFPS meetings, by region	200 F/M GFPS Officers, members and GAD focal persons have participated in regular GFPS meetings, by region	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	310100000000	Monitor the implementation of Annual GPB through the conduct of regular meetings of the GFPS Executive Committee and TWG in Central and Regional Offices	625,598.81	GAA	625,000.00	GAA	GFPS (Central and Regional Offices)	Done
	Number of GFPS officers, members, and GAD focal persons who participated in GAD-related Inter-Agency Committees and Regional GAD Committees by sex, by Office	125 F/M GFPS Officers, members and GAD focal persons have participated in regular GFPS meetings, by region	50 GFPS officers, members, and GAD focal persons who participated in GAD-related Inter-Agency Committees and Regional GAD Committees by sex, by Office	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	310100000000	Monitor the participation of TESDA's GFPS officers, members, and GAD focal persons to various GAD-related inter-agency committees and programs	625,598.81	GAA	625,000.00	GAA	GFPS (Central and Regional Offices)	Done

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Section 37 D of the MCW IRR states that all government agencies shall develop and maintain a GAD Database containing SDD and other relevant gender statistics.	Number of TESDA monitoring systems maintained and/or upgraded to gather relevant sex disaggregated database	4 TESDA monitoring systems were maintained, expanded or upgraded	5 TESDA monitoring systems were maintained, expanded or upgraded	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	310100000000	Maintain the existing database system to generate SDD on EGACE in the upgraded monitoring network - TESDA Training Management Information System (T2MIS) and expand TESDA's Mission Critical Information Systems (TMCIS): 911 TESDA, Training Regulation Information System, Phil. TVET Trainers Profile Info System, TVET Information System - EIS	10,000,000.00	GAA	8,000,000.00	GAA	MITD-ROMO	Done
Presidential Proclamation No. 227 s. 1988 provides for all government agencies to observe the Month of March as Women's Role in History Month and Proclamation No. 1172 s. 2006 declares November 25 to December 12 as the 18-day Campaign to End Violence Against Women and Children (VAWC)	Number of female and male TESDA Officials and employees to participate in the GAD advocacy campaign activities	2, 501 female and male TESDA employees have participated in various GAD-related activities	2,000 female and male TESDA Officials and employees	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	310300000000	Conduct a webinar series and other advocacy programs recommended by the Philippine Commission on Women in support of the National Women's Month Celebration (NWMC), End-Violence against Women and Children (VAWC) Campaign, and other GAD-related campaign activities	1,220,000.00	GAA	1,105,000.00	GAA	COROPOTI	Done
Low enrollment of women in non-traditional skills training programs based on Philippine TVET Statistics 2014-2016	Number of Communication Plan advocating for NTT-related training programs	TESDA developed its Communication Plan but have yet to formulate a communication plan focused in increasing women's participation in NTT.	One (1) Communication/IEC Plan advocating for women's participation in NTT-related sectors developed and adopted	Support to Operations	200000000000	Develop and adopt a Communication Plan or IEC Plan advocating for women's participation in Nontraditional and priority sectors	144,123.52	GAA	144,123.52	GAA	PIAD-TESDO GFPSTWG TWC as Secretariat All Regional Offices	Done

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Ensure a Gender-Fair TVET system that encourages and monitors the increase of women in non-traditional trades as mandated under the IRR of the Magna Carta of Women (RA 9710), Section 16 B.1	Employment rate of TVET graduates including women beneficiaries	2020 SETG study completed with 70.43% employment rate of women under various scholarship programs	84.72% employment rate of women graduates from various TVET Scholarship Programs monitored	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000000000	Biannual monitoring of employed beneficiaries of Scholarship Programs through SETG by sex	2,000,000.00	GAA	2,000,000.00	GAA	PRED-PO, Scholarships Management Division, MITD-ROMO, All Regional Offices	Done
	Number of monthly reports on Enrolled, Graduates, Assessed and Certified (EGAC) beneficiaries by sex, by NTT-related sectors, by region	There were 1,332,794 women TVET Graduates in various skills training programs last 2019	Twelve (12) monthly reports on Enrolled, Graduates, Assessed and Certified (EGAC) beneficiaries by sex, by NTT-related sectors, by region	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000000000	Conduct of monthly monitoring of Enrolled, Graduates, Assessed and Certified beneficiaries by sex, by NTT-related sectors	3,343,178.61	GAA	3,343,178.61	GAA	MITD-ROMO	Done
Development of a Code of Conduct or an Implementing Guidelines supportive to the RA 11313 or the Safe Spaces Law in TVET as stipulated in section 32, A-C of the IRR of Safe Spaces Law	Number of TESDA policies/circulars reviewed and/or formulated to serve as the Implementing Guidelines to maintain a gender-fair and safe TVET	The TESDA HRMD and Legal Division formulated the TESDA Circular No. 091 s. 2021 for the Rules and Procedures in Handling Complaints filed before the Committee on Decorum and Investigation	One (1) TESDA policy/circular reviewed and/or formulated to serve as the Implementing Guidelines to maintain a gender-fair and safe TVET	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000000000	Review and/or Formulation of GADrelated TVET policy supportive to the Safe Spaces Law in the TESDA workplaces and TTIs/TVIs	25,000.00	GAA	25,000.00	GAA	PPD-PO, GFPS-TWG, Legal Division, TWC as GAD Secretariat	Done

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		Target	Actual	Description	PAP ID		Amount	Source	Amount	Source		
Deepen appreciation on GAD among officials and other employees in Central and Regional Offices due to new appointments or reassignments	Number of TESDA GAD Online Modules/Courseware launched for pilot testing or implementation	TESDA GAD Modules/Coursewares 1 and 2 were developed by eTESDA and TWC and validated by the GFPS-TWG and Philippine Commission on Women last CY 2021	Two (2) TESDA GAD Modules/Courseware launched for implementation	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	310300000000	Launch of TESDA's Online Modules/Courseware on Gender and Development for pilot testing and/or implementation through the TESDA Online Program (TOP)	100,000.00	GAA	100,000.00	GAA	eTESDA, COROPOTI	Done
	Number of TESDA Officials in Central and Regional Offices provided with virtual Executive Briefing on GAD.	On 2017, the former Chairperson of the Philippine Commission on Women facilitated the Executive Briefing on GAD during the TESDA National Directorate Conference.	Not Done	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	310100000000	Conduct of a virtual Executive Briefing on Gender and Development (GAD) to TESDA Officials during ND and/or GDC	20,000.00	GAA	0.00	GAA	GFPS (Central and Regional Offices), Planning Office Corporate Planning Unit	Due to conflict in schedule, this GAD activity was not implemented by the concerned offices.
Sub-Total B							20,149,960.17		17,257,325.57			
C. GAD-Attributed Programs or Projects												



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		Target	Actual	Description	PAP ID			Amount	Source	Amount	Source		
TESDA to guarantee that educational institutions provide Scholarship Programs to marginalized women and other vulnerable groups in the society as mandated under MCW IRR section 16 A.6	Participation of women, and other marginalized and vulnerable sectors in various TVET programs	TESDA Offices have reported the following profiles of TVET beneficiaries belonging to the marginalized and vulnerable sectors: Women, Senior Citizens, IPs, PWDs, internally displaced individuals, etc.	Percentage of women TVET beneficiaries and other marginalized and vulnerable sectors by sex and by region	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	310300000000000	TESDA 2022 Training for Work Scholarship Program (TWSP)	19.42	3,710,805,300.00	GAA	3,603,191,946.30	GAA	GAD Focal Point System COROPOTI, SMD - ROMO	Done
TESDA to guarantee that educational institutions provide Scholarship Programs to marginalized women and other vulnerable groups in the society as mandated under MCW IRR section 16 A.6	Participation of women, and other marginalized and vulnerable sectors in various TVET programs	TESDA Offices have reported the following profiles of TVET beneficiaries belonging to the marginalized and vulnerable sectors: Women, Senior Citizens, IPs, PWDs, internally displaced individuals, etc.	Percentage of women TVET beneficiaries and other marginalized and vulnerable sectors by sex and by region	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	310300000000000	TESDA 2022 Universal Access to Quality Tertiary Education (UAQTEA)	19.42	2,619,000,000.00	GAA	2,543,049,000.00	GAA	SMD - ROMO, GFPS COROPOTI	Done

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TESDA to guarantee that educational institutions provide Scholarship Programs to marginalized women and other vulnerable groups in the society as mandated under MCW IRR section 16 A.6	Participation of women, and other marginalized and vulnerable sectors in various TVET programs	TESDA Offices have reported the following profiles of TVET beneficiaries belonging to the marginalized and vulnerable sectors: Women, Senior Citizens, IPs, PWDs, internally displaced individuals, etc.	Percentage of women TVET beneficiaries and other marginalized and vulnerable sectors by sex and by region	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	310300000000000	TESDA 2022 Tulong Trabaho Scholarship Program (TTSP)	19.42	1,033,270,000.00	GAA	1,003,305,170.00	GAA	SMD, ROPOTI	Done



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Implementation of the National TESD Plan 2018-2022 under the TVET for Social Equity strategy to reach the marginalized sectors and women in especially difficult circumstances (WEDC) as stipulated under the Magna Carta of Women section 34.B	Number of TVET graduates from the marginalized sectors including WEDC, sex, by client type, and by region	200,000 TVET graduates from the marginalized sectors including WEDC, by sex, by client type, and by region	207, 525 graduates from TESDA's target special clients e.g. Indigenous Peoples, PWDs, Persons Deprived of Liberty, and other WEDC	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000000000000	TESDA 2022 Special Training for Employment Program (STEP)	19.42	1,668,383,100.00	GAA	1,619,999,990.10	GAA	SMD - ROMO, GFPS of COROPOTI	Done
Sub-Total C								9,211,458,400.00		8,944,326,106.40			
Grand Total (A + B + C)								9,243,213,887.60		8,973,037,501.94			

Prepared By:

ROSANNA A. URDANETA
Deputy Director General for Policies and Planning Chairperson, GFPS - Executive Committee

Date: April 12, 2023

Approved By:

SEC. SUHARTO T. MANGUDADATU, Ph.D
Director General

Date: April 12, 2023



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