

ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT

Reference: Endorsed

FY 2023

Agency Name: Technical Education and Skills Development Authority

Agency Category: Attached Agency

Total Budget: 15,045,071,182.63	Approved GAD Budget: 11,102,651,000.00	Actual GAD Budget: 9,994,318,400.00	% of Utilization of Approved GAD Budget: 90.02%	% of GAD Expenditure: 66.43%
GAA: 13,855,861,007.32	GAA: 11,102,651,000.00	GAA: 9,994,318,400.00	GAA: 90.02%	GAA: 72.13%
O: 1,189,210,175.31	O: 0.00	O: 0.00	O: 0.00%	O: 0.00%

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	Completion rate of women business owners, retailers, or operators in the iSTAR program	75% women beneficiaries have completed the STAR program online	101,286 (76%) women beneficiaries (e.g. retailers, sari-sari store owners) have completed the iSTAR Program	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	31030000000000	Conduct of Gender-Based Entrepreneurship Program under the iSTAR Program of TESDA and Coca-Cola Philippines	6,500,000.00	GAA	6,300,000.00	GAA	PND-PLO, TWC - Center for Excellence	Done



For Revision
as of 09 October 2024

PCW Document Code: PDPMED-GAD-AR-T-001

Control ID: GAD_AR-2023-TESDA_165

Effectivity Date: 07 May 2018

Date submitted: 04 October 2024

Revision number: 00

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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 graduates provided with various post-training assistance programs, by sex, by region	An average of 90% of TVET graduates were provided with various post-training assistance services and programs	95% of TVET graduates provided with Post-Training Assistance programs, by sex, by region	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	31030000000000	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.	1,500,000.00	GAA	1,250,000.00	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 free TESDA Online Programs (TOP) through ICT	47% completion rate of female beneficiaries who have completed their TOP courses	56.85% (568,172) female graduates out of 999,432 have completed their TOP courses	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	31030000000000	Conduct of free TESDA Online Program (TOP) courses to female beneficiaries in various online programs including non-traditional and priority sectors	500,000.00	GAA	500,000.00	GAA	eTESDA	Done
				TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	31030000000000	Formulate policy issuance on the institutionalization of TESDA's Online GAD Modules for all TVET Scholars and TESDA personnel	10,000.00	GAA	10,000.00	GAA	eTESDA, TWC, GFPS TWG	Done

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Low enrollment of women in non-traditional skills training programs based on Philippine TVET Statistics 2014-2016	Percentage increase of women beneficiaries who availed the NTT related training programs	1% increased in the number of women enrolled in NTT related qualifications	8.49% increase in the Agency-wide number of women enrolled in NTT programs	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	31030000000000	Conduct of various TVET Scholarship programs in the ff. Non-Traditional sectors including those in Institution or School based and Community-based 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	500,000.00	GAA	ROPOTI, School Management Division	Done.
				TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	31030000000000	Massive dissemination of IEC materials advocating for women's participation in NTT related sectors during National Women's Month, End-VAWC and other yearly advocacy campaigns.	1,500,000.00	GAA	1,500,000.00	GAA	Public Information Assistance Division, ROPOTI	Done
Implementation of the NTESDP 2023-2028 under the TVET for Social Equity strategy to reach the marginalized and women in especially difficult circumstances as stipulated in 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	73,874 total number of graduates including PWDs and Senior Citizens with 62% female beneficiaries	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	31030000000000	Conduct of TVET programs and services to target marginalized sectors and special clients including WEDC	450,000.00	GAA	350,000.00	GAA	ROPOTI	The delay in the downloading of scholarship budget affected the start of TVET Training which resulted to the unmet target.
Sub-Total A							10,960,000.00		10,410,000.00			
B. Organization-Focused												



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The GAD core elements required in the Harmonized GAD Guidelines have not been fully integrated in TESDA's GAD Attributed Programs	Institutionalization of the TESDA GAD Checklist for the TVET Sector	The comments from PCW and NEDA on the Draft TESDA GAD Checklist were incorporated in the checklist	Not Done	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	31010000000000	Facilitate the approval of the GAD Checklist for the TVET Sector by the ODAGAD Network	50,000.00	GAA	0.00	GAA	Planning Office, TWC, GFPS-TWG and Executive Committee	Not Done due to conflict in the schedule of GAD activities
				TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	31010000000000	Capability Building Program for the GFPS on the GAD Checklist for the TVET Sector	50,000.00	GAA	0.00	GAA	Planning Office, TWC, GFPS-TWG and Executive Committee	Due to conflict in the schedule of the responsible Offices, this activity has yet to be implemented.
TESDA's Participation to the PCW's Advance Invitation on the UN Commission on the Status of Women's (UN CSW) Session with Education as the priority theme	Number of GAD related reports in TVET based on the results of the UN-CSW prepared or developed	At least 1 GAD related report in TVET prepared or developed	1 GAD related report as input to the UNCSW67 was developed or prepared by the GAD Secretariat	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	31010000000000	Participation in various meetings related to the UN CSW's Sessions focused on Education	30,000.00	GAA	30,000.00	GAA	Planning Office, GFPSTWG and Executive Committee, TWC	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	Employment rate of graduates including women beneficiaries	65% national employment rate of women graduates from various TVET Scholarship Programs monitored	76.69% national employment monitored including women beneficiaries	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	31010000000000	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.

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		Target	Actual	Description	PAP ID		Amount	Source	Amount	Source		
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 2023 GAD Plan and Budget and Consolidated 2022 GAD Accomplishment Report formulated and submitted to PCW	One (1) Consolidated TESDA 2023 GPB formulated and one (1) Consolidated 2022 GAD AR prepared by the GFPS and submitted to PCW	One (1) Consolidated TESDA 2023 GPB formulated and endorsed by PCW 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)	800,000.00	GAA	750,000.00	GAA	GFPS (Central and Regional Offices)	Done
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 Annual GFPS In-Person Assembly conducted	At least one (1) TESDA GFPS In Person Assembly conducted for 2023	One (1) TESDA GFPS Virtual Conference organized and conducted in Mabalacat, Pampanga	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000000000	Organized and facilitated the TESDA 2023 Annual GFPS Assembly at Mabalacat, Pampanga	400,000.00	GAA	400,000.00	GAA	GFPS (Central and Regional Offices), Administrative Service, All Regional Offices, TWC, GFPS Planning Office	Done in collaboration with the PCW and LGU of Mabalacat, Pampanga
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 and gender related data	At least 4 TESDA monitoring systems were maintained, expanded or upgraded	Four (4) TESDA monitoring systems were maintained and/or upgraded	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000000000	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	10,000,000.00	GAA	Information and Communication Technology Office	Done

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Review and Finalization of the TESDA GAD Agenda as mandated by PCW Memorandum Circular 2018-04 or the Guidelines for the Preparation of the Gender and Development (GAD) Agenda	Formulated TESDA's strategic framework and plan on gender mainstreaming in TVET	TESDA's GAD Agenda 2023-2025 reviewed and submitted to the GAD Focal Point System (GFPS)	TESDA's GAD Agenda 2023-2025 was initially reviewed by the GAD Secretariat	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	31010000000000	Conduct of review of the TESDA GAD Agenda 2023-2028 in connection with the NTESDP 2023-2028	50,000.00	GAA	10,000.00	GAA	TWC as GAD Secretariat	The Agency's GAD strategic framework and plan has yet to be formulated based on the approved NTESDP 2023-2028
Promotion of Gender Equality and Social Inclusion (GESI) in TVET through the Multi-Stakeholder Partnership with ILO's Skills for Prosperity Program (SfP)	Number of report on the study of Gender Equality and Social Inclusion (GESI) in TVET developed	One (1) report on the study of GESI in TVET developed	One (1) report on the result of the study entitled Responsiveness of the Technical Vocational Education and Training (TVET) to Gender Equality and Social Inclusion (GESI) developed	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	31010000000000	Evaluation of TESDA Programs using the ILO's GESI Tool and use of HGDG gender analysis tool to monitor the Gender Action Plan	30,000.00	GAA	30,000.00	GAA	Planning Office, GFPS-TWG and Executive Committee	Done
				TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	31030000000000	Capability-Workshops on GESI in pilot TESDA Regions VI, VII, and VIII	100,000.00	GAA	100,000.00	GAA	ILO SfP Planning Office, TESDA Regions VI, VII, and VIII	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 have participated in GAD advocacy campaign activities	At least 2,000 female and male TESDA Officials and employees	2,500 female and male TESDA officials and employees have participated in various GAD related webinars during advocacy campaign activities	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	31030000000000	Conduct of 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	1,200,000.00	GAA	1,200,000.00	GAA	GFPS-TWG and Executive Committee, TWC, COROPOTI	Done



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		Target	Actual	Description	PAP ID		Amount	Source	Amount	Source		
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 developed	At least One (1) Communication/ IEC Plan advocating for women's participation in NTT-related sectors developed and adopted	One (1) Communication/ IEC Plan advocating for women's participation in NTT-related sectors developed and disseminated to the TESDA Central and Regional Offices	Support to Operations	20000000000	Develop and disseminate a Communication Plan or IEC Plan advocating for women's participation in Non-traditional and priority sectors	145,000.00	GAA	145,000.00	GAA	PIAD-ODDG TESDO, TWC, GFPS-TWG and Executive Committee	Done.
Institutionalization of the GAD Awards sa TVET as part of the TESDA Circular No. 074 s. 2019, Revised TESDA-Program on Awards and Incentives for Service Excellence (TESDA-PRAISE)	Number of Implementing Guidelines (IG) on GAD Awards sa TVET developed and disseminated	One (1) Implementing Guidelines on GAD Awards sa TVET to mainstream GAD components in the TESDA PRAISE developed and disseminated	One (1) IG on the implementation of the GAD Awards sa TVET prepared, approved, and dissemination on January 4, 2023	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	31010000000	Development of an Implementing Guidelines on the pilot implementation of the GAD Awards sa TVET	300,000.00	GAA	100,000.00	GAA	Planning Office, TWC, GFPS-TWG and Executive Committee, Administrative Service	Party Done. Due to conflict in the schedule of GAD activities, the GFPS have yet to implement the GAD Awards sa TVET
Implementation of the Action Plan and Commitment under the PCW -TWG on Education	Number of guidelines on gender integration for the TVET curriculum (lower and higher NC levels, and Diploma programs) developed	One (1) guideline on gender integration for the curriculum in TVET (for lower and higher NC levels, and Diploma programs) developed	One (1) guideline on Ensuring the Integration of Gender Perspective in the Development of Curricula and Educational Materials in the Basic, Higher and Technical-Vocational Education was reviewed and provided inputs	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	31010000000	Participation in the PCW-led workshops on the Development of Checklist for Gender-Fair and Gender-Responsive Instructional Materials	100,000.00	GAA	95,000.00	GAA	GFPS-TWG and Executive Committee, TWC	Done

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		Target	Actual	Description	PAP ID		Amount	Source	Amount	Source		
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	Number of monthly reports on Enrolled, Graduates, Assessed and Certified (EGAC) TVET beneficiaries by sex, by NTT-related sectors, and by region	Twelve (12) monthly reports on Enrolled, Graduates, Assessed and Certified (EGAC) beneficiaries by sex, by NTT-related sectors, by region	Twelve (12) monthly reports on Enrolled, Graduates, Assessed and Certified (EGAC) TVET beneficiaries prepared by sex, by NTT-related sectors, by region	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000000000	Conduct of monthly monitoring of enrolled, graduates, assesses, and certified TVET beneficiaries by sex, by region	3,300,000.00	GAA	3,300,000.00	GAA	ICTO, GFPS in Central and Regional Offices, TWC	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 policies or circulars reviewed or formulated to serve as the Implementing Guidelines to maintain a gender-fair and safe TVET	At least One (1) TESDA policy/circular reviewed and/or formulated to serve as the Implementing Guidelines to maintain a gender-fair and safe TVET	One (1) policy related to the TESDA Committee on Decorum and Investigation was reviewed and amended to update the membership of the TESDA Legal Division in the Committee	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000000000	Conduct of review and/or formulate TESDA's Implementing Guidelines to fully implement the Safe Spaces Law in TVET	40,000.00	GAA	20,000.00	GAA	Legal Division, GFPS-TWG, Planning Office	Partly Done. The TESDA GFPS-TWG has yet to develop a Code of Conduct to implement the provisions of the Safe Spaces Law in TVET
Deepen appreciation on GAD among officials and other employees in Central and Regional Offices due to new appointments or reassignments	Number of TESDA Officials in Central and Regional Offices provided with GAD Executive Briefing.	100 F/M TESDA Officials and GFPS Members who participated on the GAD Executive Briefing.	Not Done	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000000000	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	Not Done due to conflict in the schedule of GAD activities
	Participation rate of TESDA Officials, GAD focals, and other personnel in the online courseware on GAD and GST	50% of GFPS members/ GAD focal persons have completed the GAD Online Modules by sex and by office/region	25% of GFPS members and GAD focal persons have completed the GAD Online Modules by sex and by region	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000000000	Implementation and monitoring of the utilization of the TESDA GAD Online Modules	100,000.00	GAA	50,000.00	GAA	eTESDA, COROPOTI	Partly Done. There is a continuous implementation and monitoring on the utilization of TESDA's GAD online coursewares
Sub-Total B							18,715,000.00		18,230,000.00			

C. GAD-Attributed Programs or Projects



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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	Number of monthly reports on Enrolled, Graduates, Assessed and Certified (EGAC) beneficiaries by sex, by NTT-related sectors, by region	Twelve (12) monthly reports on Enrolled, Graduates, Assessed and Certified (EGAC) beneficiaries by sex, by NTT-related sectors, by region	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	3103000000000000	TESDA Scholarship Program – Universal Access to Quality Tertiary Education (UAQTEA)	17.26	2,910,000,000.00	GAA	2,619,000,000.00	GAA	SMD-ROMO, GFPS-TWG, TWC, All ROPOTIs	Done
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	Number of monthly reports on Enrolled, Graduates, Assessed and Certified (EGAC) beneficiaries by sex, by NTT-related sectors, by region	Twelve (12) monthly reports on Enrolled, Graduates, Assessed and Certified (EGAC) beneficiaries by sex, by NTT-related sectors, by region	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	3103000000000000	TESDA 2023 Scholarship Program – Training for Work Scholarship Program (TWSP)	17.26	4,123,117,000.00	GAA	3,710,805,300.00	GAA	SMD-ROMO, GFPS-TWG, TWC, All ROPOTIs	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	Number of monthly reports on Enrolled, Graduates, Assessed and Certified (EGAC) beneficiaries by sex, by NTT-related sectors, by region	Twelve (12) monthly reports on Enrolled, Graduates, Assessed and Certified (EGAC) beneficiaries by sex, by NTT-related sectors, by region	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	3103000000000000	TESDA Scholarship Program – (Private Education Student Financial Assistance)	17.26	200,000,000.00	GAA	180,000,000.00	GAA	SMD-ROMO, GFPS-TWG, TWC, All ROPOTIs	Done

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Sub-Total C								11,072,976,000.00		9,965,678,400.00			
Grand Total (A + B + C)								11,102,651,000.00		9,994,318,400.00			

Prepared By: KATHERINE AMOR A. ZARSADIAS Assistant Executive Director, Planning Office Date: May 31, 2024	Recommending for Approval: ROSANNA A. URDANETA, CESO II Deputy Director General for Policies and Planning Date: May 31, 2024	Approved By: SUHARTO T. MANGUDADATU, Ph.D. Secretary/Director General, TESDA Date: May 31, 2024
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