

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET**

**FY 2024**

**Agency Name:** Technical Education and Skills Development Authority

**Agency Category:** Attached Agency

<b>Total Budget:</b>	21,240,436,000.00	<b>Total GAD Budget:</b>	7,924,316,583.50	<b>% of GAD Allocation:</b>	37.31%
<b>GAA:</b>	21,240,436,000.00	<b>GAA:</b>	7,924,316,583.50	<b>GAA:</b>	37.31%

GENDER ISSUE OR GAD MANDATE	RESULTS INDICATOR	RESULTS		PREXC		GAD ACTIVITIES	GAD BUDGET				RESPONSIBLE UNIT/OFFICE
		Previous Year Accomplishment	Target	PAP Description	PAP ID		Tier 1	Tier 2	Total Amount	Source	
A. Client-Focused											
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	Completion rate of women's access to various skills training programs provided by TESDA through information and communication technologies	47% completion rate of female beneficiaries through TOP courses monitored	47% completion rate or 389,852 female graduates out of a total number of 828,173 have completed their TESDA Online Program (TOP) courses	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000000000	Conduct and monitor TESDA's Online Program (TOP) courses to female beneficiaries in different TVET sectors	500,000.00	0.00	500,000.00	GAA	eTESDA
				TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000000000	Formulate policy issuance on the institutionalization of TESDA's Online GAD Modules for all TVET Scholars	10,000.00	0.00	10,000.00	GAA	eTESDA, TWC/NTCW



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		Previous Year Accomplishment	Target	PAP Description	PAP ID		Tier 1	Tier 2	Total Amount	Source	
TESDA to monitor the impact of its programs and services through wage and self-employment of the beneficiaries as provided in section 26 of the IRR of RA No. 9710, Right to Livelihood	Employment rate of TVET graduates including women beneficiaries	70% national employment rate of women graduates from various TVET Scholarship Programs monitored	77.88% national employment rate of women under various skills training and scholarship programs	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000 0000000 0	Conduct biannual monitoring of Employed beneficiaries of Scholarship Programs (through SETG) by sex	2,000,000.00	0.00	2,000,000.00	GAA	PRED-PO, Scholarships Management Division, LMID-ROMO, All Regional Offices
Increase the enrollment of women in non-traditional skills training programs as stipulated in the section 13 of the RA No. 9710 (Magna Carta of Women)	Percentage increase of women beneficiaries who availed the NTT-related training programs	3% increase in the number of women enrolled in NTT-related qualifications monitored	8.49% increase in the Agency-wide number of women enrolled in NTT sectors	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000 0000000 0	Conduct and monitor various TVET programs in the following NTT sectors including those in Institution or School-based and Community-based programs Automotive and Land Transportation, Construction, Electrical and Electronics, Metals and Engineering, and ICT	4,000,000.00	0.00	4,000,000.00	GAA	ROPOTI, School Management Division, ICTO
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 partnerships forged with LGUs and other organizations to promote women's access to TVET in the marginalized sectors	At least 1 partnership with an LGU or other organization forged	Consultation Meetings were initiated with potential partners from LGUs and other organizations in the regions	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000 0000000 0	Conduct of an expansion program or other initiative to promote women's access to TVET in the regions especially in marginalized sectors	100,000.00	0.00	100,000.00	GAA	TESDA Women's Center, ODDG-PP, ODDG-SC
	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	3103000 0000000 0	Conduct and monitor the different TVET programs and services for the target marginalized sectors and special clients	4,000,000.00	0.00	4,000,000.00	GAA	ROPOTI, Corporate Planning Unit, ICTO, ODDG-PSC-CPDMU
<b>Sub-Total A</b>									<b>10,610,000.00</b>		

B. Organization-Focused



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		Previous Year Accomplishment	Target	PAP Description	PAP ID		Tier 1	Tier 2	Total Amount	Source	
The GAD core elements required in the Harmonized GAD Guidelines have not been fully integrated in TESDA's GAD Attributed Programs	Institutionalization of TESDA's GAD Checklist for the TVET Sector	Presented the GAD Checklist for the TVET Sector to the GFPS-Executive Committee	The comments from PCW and NEDA on the Draft TESDA GAD Checklist were incorporated in the checklist but has yet to be approved by the ODA GAD Network	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000 0000000 0	Organize a meeting of the GFPS Executive Committee to discuss the GAD Checklist for the TVET sector	50,000.00	0.00	50,000.00	GAA	ODDG-PP, ODDG-PSC Planning Office , TWC/NTCW
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 Philippine-led side event to the UNCSW68 organized and conducted	1 PH-led side event to the UNCSW68 organized and conducted	The GFPS-TWG Chair and Secretariat participated in the various meetings organized by PCW relative to the UNCSW68	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000 0000000 0	Conduct of a PH-led side event to the UNCSW68 in coordination with PCW, Coca-Cola Philippines, and other partner organizations	700,000.00	0.00	700,000.00	GAA	ODDG-PP, ODDG-PSC Planning Office TWC/NTCW
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 2024 GAD Plan and Budget formulated and Consolidated 2023 GAD Accomplishment Report submitted to PCW	One (1) Consolidated TESDA 2024 GPB formulated and one (1) Consolidated 2023 GAD AR prepared by the GFPS 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	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000 0000000 0	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	0.00	800,000.00	GAA	GFPS (Central and Regional Offices) ODDG-PP, ODDG-PSC Planning Office TWC/NTCW
TESDA is mandated to encourage the active participation of various concerned sectors, particularly private enterprises, in providing technical education and skills development opportunities and eliminating discrimination in scholarships, education and training as stipulated in section 13 of RA 9170, Magna Carta of Women.	Development of Labor Market Intelligence Reports	4 Labor Market Intelligence Reports developed	4 Labor Market Intelligence Reports developed	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000 0000000 0	Conduct workshops to develop the Labor Market Intelligence Reports	417,671.60	0.00	417,671.60	GAA	Planning Office
	Skills Need Anticipation (SNA) through the Workplace Skills and Satisfaction (WSS) Survey conducted focusing on the current skills utilization, gaps and shortages, emerging new skills and the satisfaction of employers with women TESDA employees.	2 WSS Survey Reports completed and developed	2 WSS Survey Reports completed and developed		TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000 0000000 0	Conduct Skills Need Anticipation (SNA) with GAD components integrated in the through the Workplace Skills and Satisfaction (WSS) Survey	1,219,233.40	0.00	1,219,233.40	GAA



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		Previous Year Accomplishment	Target	PAP Description	PAP ID		Tier 1	Tier 2	Total Amount	Source	
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	At least 2 TESDA monitoring systems were maintained, expanded or upgraded	2 TESDA monitoring systems were maintained, expanded or upgraded	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000 0000000 0	Maintain the existing database system to generate SDD on EGACE in the upgraded monitoring network TESDA Training Management Information System T2MIS, Biometric enabled Scholarship Registration System BSRs	10,000,000.00	0.00	10,000,000.00	GAA	ICTO
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 the TESDA strategic framework and plan on gender mainstreaming	TESDA's GAD Agenda 2024-2028 formulated	The TESDA GAD Agenda 2020-2025 was reviewed by the GFPS	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000 0000000 0	Conduct of workshops to review and formulate the TESDA GAD Agenda 2025-2028 in connection with the NTESDP 2023-2028	200,000.00	0.00	200,000.00	GAA	GFPS (Central and Regional Offices) ODDG-PP, ODDG-PSC Planning Office TWC/NTCW
Promotion of women economic empowerment and ensuring equal access and elimination of discrimination through TESDA and ADBs Supporting Innovation in PH TVET as stipulated in Section 13 of the Magna Carta of Women	Monitored the progress of the implementation of the Gender Action Plan	1 Monitoring Report of the Gender Action Plan prepared	Prepared and submitted the Gender Action Plan of the TESDA and ADBs SIPTVET Project	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000 0000000 0	Conduct workshops to monitor the implementation of the Gender Action Plan of the SIPTVET project	200,000.00	0.00	200,000.00	GAA	Project Management Office
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 GESI in TVET developed	One (1) report on the study of GESI in TVET developed	One (1) Report from the pilot regional offices in collaboration with ILO's GESI-related program prepared	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000 0000000 0	Evaluation of TESDA Programs using the ILO's GESI Tool and use of HGDG gender analysis tool	50,000.00	0.00	50,000.00	GAA	Planning Office



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		Previous Year Accomplishment	Target	PAP Description	PAP ID		Tier 1	Tier 2	Total Amount	Source	
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	2,000 female and male TESDA Officials and employees	1,500 female and male TESDA Officials and employees	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT PROGRAM	3103000 0000000 0	Conduct a webinar series and other advocacy programs recommended by the Philippine Commission on Women in support of the National Women's Month Celebration (NVMC), EndViolence against Women and Children (VAWC) Campaign, and other GADrelated campaign activities	1,500,000.00	0.00	1,500,000.00	GAA	ROPOTIs GFPS (Central and Regional Offices) ODDG-PP, ODDG-PSC Planning Office TWC/NTCW
Maintenance of the Agency's GAD database containing GAD information, statistics, and sex-disaggregated data to serve as inputs and bases for planning, programming, and policy formulation as provided in the section 37.D of the IRR of RA No. 9710 (Magna Carta of Women)	Number of monthly reports on Enrolled, Graduates, Assessed and Certified EGAC beneficiaries by sex, region, and NTT related sectors	12 monthly reports on Enrolled, Graduates, Assessed and Certified EGAC beneficiaries by sex, NTT related sectors, and region generated	Generated 12 monthly reports on Enrolled, Graduates, Assessed and Certified EGAC) beneficiaries by sex, NTT related sectors, and region	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000 0000000 0	Conduct of monthly monitoring of enrolled, graduates, assesses, and certified TVET beneficiaries by sex, by region, by sector	300,000.00	0.00	300,000.00	GAA	ROMO, ICTO, GFPS in Central and Regional Offices, TWC/NTCW
				TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000 0000000 0	Maintenance of Information System and generation of gender-related data	3,300,000.00	0.00	3,300,000.00	GAA	ICTO
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	3% increase in the number of women enrolled in NTT-related qualifications monitored	8.49% increase in the Agency-wide number of women enrolled in NTT sectors	Support to Operations	2000000 0000000 0	Develop and adopt communication initiatives advocating for women's participation in Nontraditional and priority sectors	145,000.00	0.00	145,000.00	GAA	PIAD-ODDG TESDO, TWC, GFPS-TWG and Executive Committee
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)	Guidelines on the GAD Awards sa TVET implemented	One (1) GAD Awards sa TVET implemented	One (1) Implementing Guidelines on GAD Awards sa TVET to mainstream GAD components in the TESDA PRAISE developed and disseminated	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000 0000000 0	Implement the GAD Awards sa TVET in the Central and Regional Offices	300,000.00	0.00	300,000.00	GAA	ROPOTIs GFPS (Central and Regional Offices) ODDG-PP, ODDG-PSC, Planning Office, TWC/NTCW



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		Previous Year Accomplishment	Target	PAP Description	PAP ID		Tier 1	Tier 2	Total Amount	Source	
Implementation of the Action Plan and Commitment under the PCW -TWG on Education	Number of Pilot-testing workshops and activities participated by the TESDA GFPS	1 Pilot testing of the Checklist for Gender Responsive and Gender Fair Checklist for Instructional Materials in TVET participated	Participated in the PCWs Development of Checklist for Gender Responsive and Gender Fair Checklist for Instructional Materials in TVET	TECHNICAL EDUCATION AND SKILLS DEVELOPMENT POLICY PROGRAM	3101000 0000000 0	Participate in PCW-led pilot-testing workshops or activities for the Gender-Responsive and Gender-Fair Checklist for Instructional Materials in TVET	200,000.00	0.00	200,000.00	GAA	GFPS (Central and Regional Offices) ODDG-PP, ODDG-PSC QSO-CTADD, eTESDA, QSO-CPSPDD, CSDD Planning Office, TWC/NTCW
<b>Sub-Total B</b>									<b>19,381,905.00</b>		

C. GAD-Attributed Programs or Projects

GENDER ISSUE OR GAD MANDATE	RESULTS INDICATOR	RESULTS		PREXC		TITLE OF MAJOR PROGRAM/ PROJECT	HGDG DESIGN/ FUNDING FACILITY/ GENERIC CHECKLIST SCORE	TOTAL ANNUAL BUDGET OF MAJOR PROGRAM/PROJECT	GAD-ATTRIBUTED BUDGET				RESPONSIBLE UNIT/ OFFICE
		Previous Year Accomplishment	Target	PAP Description	PAP ID				Tier 1	Tier 2	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) 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	31030000 0000000	Training for Work Scholarship Program (TWSP)	14.01	3,846,928,000.00	2,694,773,064.00	0.00	2,694,773,064.00	GAA	SMD-ROMO, All Regional Offices
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	31030000 0000000	Universal Access to Quality Tertiary Education (UAQTEA)	14.01	3,410,000,000.00	2,388,705,000.00	0.00	2,388,705,000.00	GAA	SMD-ROMO, All Regional Offices



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		Previous Year Accomplishment	Target	PAP Description	PAP ID				Tier 1	Tier 2	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) 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	31030000 0000000	Private Education Student Financial Assistance (PESFA)	14.01	200,000,000.00	140,100,000.00	0.00	140,100,000.00	GAA	SMD-ROMO, All Regional Offices
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	31030000 0000000	Special Training for Employment Program (STEP)	14.01	2,779,359,000.00	1,946,940,979.50	0.00	1,946,940,979.50	GAA	SMD-ROMO
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	31030000 0000000	Tulong Trabaho Scholarship Program (TTSP)	14.01	1,033,270,000.00	723,805,635.00	0.00	723,805,635.00	GAA	SMD-ROMO
<b>Sub-Total C</b>											<b>7,894,324,678.50</b>		
<b>Grand Total (A + B + C)</b>											<b>7,924,316,583.50</b>		



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Date: May 07, 2024

Recommending for Approval:

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Deputy Director General for Policies and Planning

Date: May 07, 2024

Approved By:

SUHARTO T. MANGUDADATU, Ph.D.  
Secretary/Director General, TESDA

Date: May 07, 2024



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## PCW Remarks:

The revised 2024 GPB of TESDA has been reviewed and found to be compliant with the basic requirements and guidelines in the preparation of GPB. Kindly have it printed and signed by your head of agency and send us a copy soon as possible. Again, congratulations!



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