

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2015**

<b>Reference:</b> Direct Encoding (No GPB in database)			
<b>Organization:</b> Technical Education and Skills Development Authority		<b>Organization Category:</b> National Government, Attached Agency	
<b>Organization Hierarchy:</b> Department of Labor and Employment, Technical Education and Skills Development Authority			
<b>Total Budget/GAA of Organization:</b>	1,763,730,000.00		
<b>Actual GAD Expenditure</b>	158,421,179.45	<b>Original Budget</b>	259,047,677.92
		<b>% Utilization of Budget</b>	61.16
<b>% of GAD Expenditure:</b>	8.98%		

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Remarks
	1	2	3	4	5	6	7	8	9	11	12
<b>CLIENT-FOCUSED ACTIVITIES</b>											
1	Vulnerability of Filipino women nurses and care workers bound for Japan under JPEPA	Gender stereotyping and discrimination due to lack of awareness of their civil, political, social and economic rights under existing PHL laws	Increased gender consciousness and reduced vulnerability of Filipino women nurses and care workers under JPEPA bound to work in Japan	MFO: TESD Regulation Services	Conduct gender sensitivity training to Filipino nurses under the JPEPA including topics on VAW	Number of Filipino nurses and care workers (female and male) under JPEPA provided basic GST - 150 trainees (118 female, 42 male)	201 nurses/careworkers (151 female, 50 male) trained in GST	89,186.00 GAA	95,795.00 GAA	LSI	Conducted GST session to a greater number of participants as compared to the originally set target



**THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND SUBMITTED THROUGH THE GMMS**

**ATTY. TEODORO C. PASCUA  
DEPUTY DIRECTOR GENERAL  
FOR TESD OPERATIONS /  
CHAIR, TESDA GFPS  
EXECUTIVE COMMITTEE**

**SEC. IRENE M. ISAAC  
DIRECTOR GENERAL**



**REPORT GENERATED: 05/23/2016  
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2	Low skilled, low paying and oppressive overseas household service workers (HSWs)/Extensive Dissemination of available and accessible Free Skills Training irrespective of women's age, ethnicity, religion, marital status etc.	MCE Sec. 27 A: Access to Skills Training and MCW Sec. 27 C: Equal Opportunities in Scholarships	Offer Technical - Vocational Education and Training (TVET) for women and men, in the most accessible, free and available process through the utilization of Internet.	MFO: Technical Education and Skills Development Services (MFO2)	Development of Online Learning Materials for the TESDA Online Program (TOP) which offers free and accessible TVET to all persons with Internet access.	No. of Coursewares or online courses developed No. of women and men who have registered in the TOP.- 19 Coursewares/online courses developed 200,000 Registered Users from Philippines and other countries	14 Coursewares/Online courses developed including Cookery, Housekeeping and Beauty Care with 189, 483 Registered Users (Female: 90, 376 or 47.70% and Male: 99, 107 or 52.30%) from Philippines, Saudi Arabia, United Arab Emirates, United States, Singapore, etc.	0.00 GAA	2,042,726.98 GAA	eTESDA Project Management Office (PMO)	This activity was missed to be included in the 2015 GPB but a TESDA GAD mandate. It was successfully implemented by E-TESDA with GAD significance. It has an approved budget of Php 3,175,688.00.
3	High exit rate in early stage of businesses owned by women store retailers and operators/Lack of business capital; financing not available and/or not accessible; lack of entrepreneurial training that is practical and experiential;multiple burden. genders issues with husband and health related concerns	Lack business capital financing not available and/or not accessible lack entrepreneurial training that is practical and experiential multiple burden gender issues with husband and health-related concerns	Enhanced performance of STAR Program partners	MFO: Technical Education and Skills Development Services (MFO2)	Conduct Gender Sensitivity Training (GST) for STAR Program partners (Trainers, MFI partners, spouses of women retailers, etc.)	Number of STAR Program partners provided GST- 2 batches of 30 participants	1 batch of 34 participants including trainers and MFI partners were trained oin GST	37,700.00 GAA	16,426.00 GAA	TESDA Women's Center and Special Projects Office	Conducted only 1 batch of GST for STAR Program partners



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4	High exit rate in early stage of businesses owned by women store retailers and operators/Lack of business capital; financing not available and/or not accessible; lack of entrepreneurial training that is practical and experiential;multiple burden. genders issues with husband and health related concerns	Lack business capital financing not available and/or not accessible lack entrepreneurial training that is practical and experiential multiple burden gender issues with husband and health-related concerns	Improved business management knowledge and skills of women retail store owners and operators to achieve business growth/women economic empowerment	MFO: Technical Education and Skills Development Services (MFO2)	Conduct STAR Program training to women sari-sari store retailers	Number of women retailers trained under the TESDA-Coke STAR Program Center for Excellence - 250 women retailers trained under the TESDA-Coke STAR Program Center for Excellence	250 women retailers trained under the TESDA-Coke STAR Program Center for Excellence	274,444.82 GAA	825,000.00 GAA	TESDA Women's Center, Special Projects Office	The 2015 budget estimate of Php 274,444.82 for the STAR Program implementation was not realistic because we did not include the cost of training venue and office space dedicated for this project as TESDA counterpart.
5	Mainstreaming GAD in the Training Methodology Level I curriculum and training delivery in support of MCW/Develop programs aimed at increasing the enrollment of women in non-traditional vocational training skills training in support of Magna Carta of Women (MCW)	as Mandated	Strengthened capacity of TVET trainers to deliver gender sensitivity training and to ensure gender fair education in all TVET institutions	MFO: Technical Education and Skills Development Services (MFO2)	Implement the gender sensitive TM I curriculum in the TM I Training Program	Number of TESDA trainers trained- 3 batches of TM I Training Program conducted with 25 participants per batch by end of 2015	Not accomplished	90,000.00 GAA	0.00 GAA	NITESD	TESDA - NITESD was a newly created Division as a result of the approved Rationalization Plan. This mandate under the new Division was not set as target.

**ORGANIZATION-FOCUSED ACTIVITIES**



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6	Develop Training Programs aimed at Decreasing Social Costs of Labor Migration	WEDGE Plan 2013 Chapter 2 : Migrant Workers: Matrix of Issues, Strategies, Indicators and Accountabilities MCW Sec. 27 A no. 3: Language Skills Training and culture familiarization on the country of destination.	Developed a gender-responsive program for women labor migrants bound for Italy (9th biggest population of deployed OFWs) and their families who are willing to migrate to Italy for work or family reason to lessen social costs of migration.	MFO: Technical Education and Skills Development Services (MFO2)	Conduct Trainer's Training on Italian Language and Culture for women OFWs migration preparation and potential reintegration of OFWs and their families.	No. of Trainer's Training on Italian Language and Culture conducted.- 1 Batch of TOT conducted 15 Trainers Trained (8 Females and 7 Males)	1 Batch of TOT conducted with 12 Trainers (6 Females and 6 Males) Trained on Italian Language and Culture.	108,500.00 GAA	291,974.85 GAA	TWC - National Language Skills Institute	The indicated Actual Expenses are TESDA - Central Office counterpart only. This program was not originally planned in the 2015 GPB but was implemented during April, October - December 2015 with strong significance to TESDA's mandate to offer Training Programs aimed at decreasing forms of social costs of labor migration as stated in WEDGE Plan 2013.
7	Development of and Budgeting for GAD Plans and Programs of TESDA in support of MCW	GAD Mandate under Section 37.A.1 of MCW: Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - Planning, Budgeting, Monitoring and Evaluation for GAD	To pursue the adoption of gender mainstreaming as a strategy to promote and fulfill women's human rights and eliminate gender discrimination in TESDA's systems, structures, policies, programs, processes and procedures	MFO: TESD Management Policy and Services (MFO 1)	Formulate annual GAD Plans, Programs and Budgets within the context of TESD.	Number of regional GAD Plans & Budget (GPBs) and GAD Accomplishment Reports (GAD-ARs) reviewed and Central Office GPB formulated and GAD-AR submitted and endorsed to DOLE - Target: 17 regionalGPBs reviewed, commented and condolidated 17 regional GAD-ARs reviewed, commented and consolidated and submitted to DOLE on prescribed deadline Central Office GPB (2014 and 2016) formulated, approved and endorsed to DOLE Central Office GAD AR submitted to DOLE on prescribed deadline	17 Consolidated Regional GPBs and 17 Consolidated Regional GAD AR's Reviewed, Commented and submitted to DOLE through GMMS. Central Office 2016 GPB and 2014 GAD AR formulated, approved and endorsed by DOLE and PCW through GMMS on prescribed deadline.	48,000.00 GAA	58,998.00 GAA	Central Office GFPS, TESDA Women's Center	The approved budget for this GAD activity was not properly estimated.



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8	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GAD Focal Point and Technical Working Group lack the necessary competencies/skills to initiate and sustain gender mainstreaming	GAD Focal Point System (GFPS) able to lead gender mainstreaming efforts of the organization, GFPS with enhanced capacities to formulate, implement and monitor GAD Plan and Budget	MFO: TESD Management Policy and Services (MFO 1)	Attend inter-agency meetings/Fora/ symposium/conference on GAD/WEE-related concerns	16 feedback reports submitted by GFPS - Target = 16 meetings participated by GFPS-TWG	13 inter-agency meetings/fora/symposium/conference on GAD WEE-related concerns have attended by the GFPS-TWG with feedback reports submitted	6,400.00 GAA	20,816.00 GAA	GFPS Technical Working Group-Central Office	Included salary attribution of GFPS-TWG/GAD Secretariat who attended inter-agency GAD-related meetings
9	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GAD Focal Point and Technical Working Group lack the necessary competencies/skills to initiate and sustain gender mainstreaming	GAD Focal Point System (GFPS) able to lead gender mainstreaming efforts of the organization, GFPS with enhanced capacities to formulate, implement and monitor GAD Plan and Budget	MFO: TESD Management Policy and Services (MFO 1)	Conduct of GAD Focal Point System Assembly Target: 50 GFPS regional and Central Office	Number of GFPS Assembly completed - Target: 3 Zonal GFPS	1 Zonal GFPS Assebley completed held in TESDA Women's Center, Manila which was participated by TESDA Regional GAD Focals and GFPS-TWG of Central Office	339,000.00 GAA	122,500.00 GAA	GFPS Technical Working Group - Central Office	Related to tight schedule of GAD-related and other activities, the TWC as GAD Scretariat was able to conduct 1 zonal GFPS Assembly
10	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GAD Focal Point and Technical Working Group lack the necessary competencies/skills to initiate and sustain gender mainstreaming	GAD Focal Point System (GFPS) able to lead gender mainstreaming efforts of the organization, GFPS with enhanced capacities to formulate, implement and monitor GAD Plan and Budget	MFO: TESD Management Policy and Services (MFO 1)	Organize GAD activities in celebration of Women's Month and End VAWC Campaign	No. of employees and trainees who participated in Women's month activities - 50 employees and 250 trainees participated in Women's month activity  No. of employees and trainees who participated in campaign to End VAW - 50 employees and 250 trainees participated in the End VAWC campaign	50 Employees and 289 Trainees participated in Women's month activity  50 Employees and 289 Trainees participated in the campaign to End VAWC	50,000.00 GAA	305,200.00 GAA	Administrative Service Division	Originally Proposed Budget was not properly determined and estimated. Women's Month Celebration 2015 = 128, 600.00 End-VAWC Campaign 2015 = 176, 600.00



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11	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GAD Focal Point and Technical Working Group lack the necessary competencies/skills to initiate and sustain gender mainstreaming	GAD Focal Point System (GFPS) able to lead gender mainstreaming efforts of the organization, GFPS with enhanced capacities to formulate, implement and monitor GAD Plan and Budget	MFO: TESD Management Policy and Services (MFO 1)	Update Philippine TVET statistics with sex disaggregation	Prepare NTESDP Progress Report 2015 - NTESDP Progress Report 2015 with SDD Prepared	NTESDP Progress Report 2015 with SDD Prepared and Updated with SDD	30,000.00 GAA	57,346.00 GAA	PO- PPD	The approved budget was not properly estimated.
12	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GAD Focal Point and Technical Working Group lack the necessary competencies/skills to initiate and sustain gender mainstreaming	GAD Focal Point System (GFPS) able to lead gender mainstreaming efforts of the organization, GFPS with enhanced capacities to formulate, implement and monitor GAD Plan and Budget	MFO: TESD Management Policy and Services (MFO 1)	Establish 2015 national TESD Research Agenda (NTRA) Fund	Guidelines on the use of 2015 NTRA Fund with gender perspective amended to include the use of HGG Tool in evaluation of proposals	N/A	30,000.00 GAA	0.00 GAA	PRED - PO	This activity was only implemented until CY 2014 and was not further sustained.
13	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GAD Focal Point and Technical Working Group lack the necessary competencies/skills to initiate and sustain gender mainstreaming	To utilize multi-media in the dissemination of information of GAD activities and programs	MFO: TESD Management Policy and Services (MFO 1)	Upload of news articles in TESDA websites on activities/projects and programs related to GAD and WEE	Frequency of uploading in the TESDA website and newspapers -Target: quarterly	Quarterly uploading of news articles related to TESDAs programs, activities and projects (PAPs) on Gender and Development (GAD) and Women Economic Empowerment (WEE) uploaded in TESDA website and other newspapers as press releases (14 news articles uploaded)	30,000.00 GAA	54,000.00 GAA	PIO and PO-LMID	The approved budget for this activity was not properly estimated. There were 14 GAD-related news articles uploaded in the TESDA website.
14	High exit rate in early stage of businesses owned by women store retailers and operators	Lack business capital financing not available and/or not accessible lack entrepreneurial training that is practical and experiential multiple burden gender issues with husband and health-related concerns	Enhanced knowledge and skills of STAR Program partners and national project management team to implement, monitor and evaluate gender responsive WEE project	MFO: Technical Education and Skills Development Services (MFO2)	Conduct monitoring and evaluation of regional implementation of TESDA-COKE STAR Program	Number of reports prepared and disseminated to regional project management teams - 4 quarterly reports prepared	12 consolidated reports prepared and disseminated by the National Project Management Teams regarding monitoring and evaluation of the implementation of TESDA-COKE STAR Program.	284,579.00 GAA	111,167.16 GAA	National Project Management Team of the TESDA-Coke Star Program	Remaining cost of human resources were shouldered by TESDAs partner organization, Coca-Cola Phils



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15	High exit rate in early stage of businesses owned by women store retailers and operators	Lack business capital financing not available and/or not accessible lack entrepreneurial training that is practical and experiential multiple burden gender issues with husband and health-related concerns	Enhanced knowledge and skills of STAR Program partners and national project management team to implement, monitor and evaluate gender responsive WEE project	MFO: Technical Education and Skills Development Services (MFO2)	Conduct of Training of Trainers (TOT) on the Use of STAR Training Program with GST	Number of STAR trainers trained - 1 batch of 46 trainers	1 Batch of 34 Trainers (Female: 19 and Male: 15) were trained on the TOT -STAR Training program incorporated with GST	986,903.00 GAA	1,625.52 GAA	National Project Management Team of TESDA-Coke STAR Program	Remaining Cost of STAR TOT was shouldered by Coca Cola Phils.
16	Develop and maintain a GAD database containing gender statistics and sex disaggregated data (SDD) in support of MCW	Develop and maintain a GAD database containing gender statistics and sex disaggregated data in support of MCW	Repository of sex-disaggregated data on Enrolled/Graduates/Assessed/Certified/Employed (EGACE) by qualification, by region	MFO: Technical Education and Skills Development Policy Services (MFO1)	Maintain the existing database system to generate sex-disaggregated EGACE data in the TESDA Monitoring Network	Sex-disaggregated information system maintained	Upgraded the web-based/online database system to generate sex-disaggregated data (SDD) in the TESDA Monitoring Network thru mis-03-02 in the following pilot TESDA Offices: Central Office, NCR, Regions IV-A, XII, CARAGA and XI.	336.00 GAA	493,554.50 GAA	Planning Office	Upgrading of TESDA's online database to generate SDD took 8 months of planning and pilot testing which was participated by employees in the Central Office, NCR, Regions IV-A, XII, from CARAGA and XI. (LIMD-PO)
17	Develop and maintain a GAD database containing gender statistics and sex disaggregated data (SDD) in support of MCW	Develop and maintain a GAD database containing gender statistics and sex disaggregated data in support of MCW	To process and analyze sex-disaggregated data on number of profiled, enrollees, graduates and employed thru TVETfor gender-responsive program development	MFO: TESD Performance Monitoring and Evaluation Services (MFO2)	Prepare monthly reports as input to improve the gender mainstreaming efforts of the agency's planning of PAPs	Monthlyreport on sex-disaggregated data on number of profiled, enrollees, graduates and employed by qualification, by region, processed and analyzed	12 monthly SDD reports on gender-responsive programs were processed and analyzed according to the number of profiled, enrolled, graduated and employed beneficiaries by qualification and by region	212.80 GAA	1,372,800.00 GAA	Certification Office	This GAD Activity is the major task of TESDA's Labor Market Information Division - Planning Office most of the actual expenditures reflect salary attribution of TESDA personnel in-charge of this program.
18	Develop and maintain a GAD database containing gender statistics and sex disaggregated data (SDD) in support of MCW	Develop and maintain a GAD database containing gender statistics and sex disaggregated data in support of MCW	To process and analyze sex-disaggregated data on number of assessed and certified TVET graduates and trainers for gender-responsive program development	MFO: Technical Education and Skills Development Regulation Services (MFO3)	Prepare monthly reports as input to improve the gender mainstreaming efforts of the agency's planning of PAPs	Monthly report on sex-disaggregated data on number of assessed and certified by qualification, by region, processed and analyzed	12 monthly SDD reports on gender-responsive programs were processed and analyzed according to the number of assessed and certified beneficiaries by qualification and by region	212.80 GAA	1,631,712.00 GAA	Certification Office	This GAD Activity is the major role of TESDA's Competency Assessment Division - Certification Office most of the actual expenditures reflect salary attribution of TESDA personnel in-charge of this program.



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19	Develop and maintain a GAD database containing gender statistics and sex disaggregated data (SDD) in support of MCW	Develop and maintain a GAD database containing gender statistics and sex disaggregated data in support of MCW	To process and analyze sex-disaggregated data on number of profiled, assessed and certified OFWs with National Certificate credentials under various gender-responsive programs in Dubai, Hong Kong, Qatar and Singapore through On-Site Assessments	MFO: Technical Education and Skills Development Regulation Services (MFO3)	Conduct and Monitoring and Evaluation of TESDA's On-site Assessment in Dubai, Hong Kong, Qatar and Singapore to provide National Certificate credentials to OFWs	Annual SDD report on the On-Site Assessment with number of assessed and certified OFWs by qualification and by country were processed and analyzed- 1 Annual M	1 Annual SDD Report on the On-Site Assessment in Dubai, Hong Kong, Qatar and Singapore were generated. Total no. of Certified Female OFWs -420,398 and Certified Male OFWs-345,962 in various gender-responsive programs.	360,000.00 GAA	2,965,267.61 GAA	Certification Office	Not included in the 2015 GPB since the On-Site Assessment Program commenced last year 2014 only.
20	Mainstreaming of Gender Sensitive Curriculum developed in Training Regulations	Mainstreaming of Gender sensitive curriculum developed in Training Regulations	GAD incorporated in all Training Regulations and corresponding TVET curricula	MFO: TESD Performance Monitoring and Evaluation Services (MFO2)	Deployment of gender-sensitive curriculum and training manual to all TVIs	Number of Training Regulations deployed in the regions- 220 TRs deployed	N/A	600,000.00 GAA	0.00 GAA	Qualification and Standards Office	Was not able to accomplish for FY 2015 due to on-going revisions of GAD concepts/Gender-Sensitive Curriculum in the TR
21	Mainstreaming of Gender Sensitive Curriculum developed in Training Regulations	MCW Sec. 16: Equal Access and Elimination of Discrimination in Education, Scholarships and Training, Develop and promote gender-sensitive curriculum	GAD incorporated in all Training Regulations (TR) and corresponding TVET curricula	MFO: TESD Performance Monitoring and Evaluation Services (MFO2)	Revise Modules of Instructions of Basic Competencies to incorporate GAD component in compliance to TESDA Circular No. 26 s. 2012	Number of TRs with revised modules of instructions- 17 in ICT and 17 in tourism sector	N/A	65,600.00 GAA	0.00 GAA	QSO	Was not able to accomplish for FY 2015 due to on-going revisions of Gender-Sensitive Curriculum in the TR
22	Limited capacities of TESDA focal point mechanism to advance gender mainstreaming	Members of the GAD Focal Point and Technical Working Group lack the necessary competencies/skills to initiate and sustain gender mainstreaming	GAD Focal Point System (GFPS) able to lead gender mainstreaming efforts of the organization, GFPS with enhanced capacities to formulate, implement and monitor GAD Plan and Budget	MFO: TESD Management Policy and Services (MFO 1)	Conduct capacity building on gender sensitivity, gender analysis and gender mainstreaming of Central Office and regional GFPS	Number of TESDA employees trained on gender sensitivity, gender analysis and gender mainstreaming - Target: 60 TESDA Officials and employees on gender sensitivity, gender analysis and gender mainstreaming	1st Batch:26 TESDA - Central Office Employees (Female: 22 and Male: 4) were provided with 1-day GST and 2nd Batch: 30 TESDA Employees and Officials/Members of GFPS-Region IV A (26 females and 4 males) provided with 1-day Deepening Session on GST and GA tools	109,600.00 GAA	32,810.39 GAA	TWC, Central Office GFPS and TDI - TESDA Development Institute, Administrative Service	The capacity development activity for TESDA - Region IV-A utilized their respective region's GAD budget while the TESDA - Central Office only reflected the actual expenditures of the 1st batch of GST conducted to employees from the Central Office.

**ATTRIBUTED PROGRAM**





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23					Promotion of gender equality and women empowerment through the provision of workplace language skills training			7,003.50 GAA	10,785,750.00 GAA	TESDA NLSI	The actual cost/expenditure reflected in this AR covers only the accomplishment of the National Language Skills Institute at the Central Office which is 1,285 trainees trained in various language training programs. Breakdown of expenses is shown in the PIMME attached to this AR.
24					Implementation of TESDA 2015 Bottom Up Budgeting Projects			0.00 GAA	4,098,425.79 GAA	Office of the Director General for TESD Operations	This project was missed to be included in the 2015 GAD Plan and Budget Attributed Program. The implementation of the BuB Projects at the Central office include facilitation of Bidding and Awarding of equipment/project development of implementing guidelines and monitoring of its implementation at the regions. Total 2015 Budget Allocation for 2015 BuB Projects = P 8,891,000.00 Total Budget Expense: P 8,196,851.58 GAD Attribution (50% of actual expense) = P 4,098,425.79



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25					Monitoring of implementation of Special Training for Employment Program (STEP)			255,500,000.00 GAA	133,037,283.65 GAA	Regional Operations Staff, Office of the Deputy Director General for TESD Operations, Financial Management Service	Total approved budget for STEP in 2015 = Php 440,750,000.00 Actual cost/expenditure is Php 266,074,567.30 of which 50% was attributed based on PIMME results as attached. Implementation of Special Training for Employment Program (STEP) at the Central Office includes facilitation of Bidding and Awarding of STEP Tool Kits inspection and distribution of tools kits to regional offices development of Implementing Guidelines, management of regional allocation and monitoring of its implementation at the field.
							<b>SUB-TOTAL</b>	259,047,677.92	158,421,179.45	GAA	
							<b>TOTAL</b>	259,047,677.92	158,421,179.45		

Prepared By:	Approved By:	Date
<b>Atty. TEODORO C. PASCUA</b>	<b>Sec. IRENE M. ISAAC</b>	05/04/2016
<b>Deputy Director General for TESD Operations / Chair, TESDA GFPS Executive Committee</b>	<b>Director General</b>	

