

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2018**

Organization: Technical Education and Skills Development Authority		Organization Category: National Government, Attached Agency		
Organization Hierarchy: Department of Labor and Employment, Technical Education and Skills Development Authority				
Total Budget/GAA of Organization:	3,038,555,000.00			
Total GAD Budget	27,286,475.00	Primary Sources	27,286,475.00	
		Other Sources	0.00	
% of GAD Allocation:	0.90%			

	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
CLIENT-FOCUSED ACTIVITIES									



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

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	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
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1	Promotion of gender mainstreaming to external clients in TESD through massive Information, Education and Communication (IEC) campaigns in contribution to RA 9710 Section 29: Right to Information	IEC campaigns to advocate gender mainstreaming in TESDA and sustain the foundation on gender awareness of its external stakeholders.	Raised consciousness and awareness of TESDA's external clients on Gender and Development (GAD) Programs.	MFO: Technical Education and Skills Development Services	Massive dissemination of Information, Education and Communication (IEC) campaigns to TESDA's external clients through its frontline services during National Women's Month, End-VAWC Month and other GAD-related yearly advocacy campaigns.	No. of IEC materials advocating on GAD-related yearly advocacy campaigns provided to TESDA external clients - 5000 IEC materials advocating on GAD-related yearly advocacy campaigns provided to TESDA external clients	200,000.00	GAA	PIU



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2	Promotion of gender mainstreaming to external clients in TESD through massive Information, Education and Communication (IEC) campaigns in contribution to RA 9710 Section 29: Right to Information	IEC campaigns to advocate gender mainstreaming in TESDA and sustain the foundation on gender awareness of its external stakeholders.	Raised consciousness and awareness of TESDA's external clients on Gender and Development (GAD) Programs.	MFO: Technical Education and Skills Development Services	Review and enhance new and existing Information, Education and Communication (IEC) materials including press releases, flyers/brochures and TESDA Bulletin, etc. supporting gender-sensitive language and principles of gender equality and women's economic empowerment (WEE).	No. of IEC materials reviewed and revised- 3 IEC materials reviewed and revised to support principles of gender equality and WEE	60,000.00	GAA	PIU



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3	Promotion of gender mainstreaming to external clients in TESD through massive Information, Education and Communication (IEC) campaigns in contribution to RA 9710 Section 29: Right to Information	IEC campaigns to advocate gender mainstreaming in TESDA and sustain the foundation on gender awareness of its external stakeholders.	Provide contents for the TESDA GAD Corner including TESDA's GAD Programs/Activities, Gender Statistics and copies of Approved GPB and GAD AR's, etc.)	MFO: Technical Education and Skills Development Services	Setting-up and Maintaining the GAD Corner in TESDA website.	Installation of accessible GAD Corner in the TESDA website - GAD Corner in the TESDA website installed and readily accessible by external clients	300,000.00	GAA	LMID-Planning Office, GFPS-TWG, TWC as GAD Secretariat



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4	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 Philippine laws	Increased gender consciousness and reduced vulnerability of Filipino women nurses and care-workers under JPEPA bound to work in Japan	MFO: Technical Education and Skills Development Regulation Services	Conduct gender sensitivity training (GST) to Filipino nurses and care workers under JPEPA	Number of Filipino nurses and care workers under JPEPA provided basic GST including topics on VAW, HIV-AIDS prevention and orientation on gender situation in Japan - 300 Filipino nurses and care workers under JPEPA provided with basic GST including topics on VAW, HIV-AIDS prevention and orientation on gender situation in Japan	200,000.00	GAA	National Language Skills Institute
5	Low skilled, low paying and oppressive overseas household service workers (HSWs)	Lack of awareness of overseas household service workers (OHSWs)/OFWs on alternative employment opportunities with higher qualifications	To support the goal of bringing the Filipino domestic workers especially women out of low skilled, low paying and oppressive HSW and assist them to land in higher skilled, better paying and more decent work.	PAP: Assistance Package for Uplifting the Status of Overseas HSWs/OFWs	Conduct On-Site Competency Assessment of OHSWs/OFWs in Dubai, Middle East and other countries	No. of female and male HSWs/OFWs assessed and certified in various qualifications - 60 female and male HSWs/OFWs assessed and certified in various qualifications	2,500,000.00	GAA	Certification Office



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6	High exit rate in early stage of businesses owned by women store retailers and operators	Lack of entrepreneurial training, multiple burden and other gender issues in the family and health-related concerns.	Improved business management knowledge and skills of women retail store owners and operators to achieve business growth and women economic empowerment (WEE).	MFO: Technical Education and Skills Development Services	Conduct STAR Program Training to women sari-sari store owners and retailers	No. of women sari-sari store owners and retailers trained under TESDA-COKE STAR Program Center for Excellence - 2,500 women sari-sari store owners and retailers trained through TESDA-COKE STAR Program Center for Excellence	1,600,000.00	GAA	TWC-STAR Program for Excellence and PND-PLO
7	High exit rate in early stage of businesses owned by women store retailers and operators	Lack of available entrepreneurial training and experiencing gender issues in the family and health-related concerns.	Enhanced performance of STAR Program partners	PAP: Implementation of TESDA-COKE STAR Program	Conduct of GST with Gender-Based Entrepreneurship concepts for STAR Program partners (STAR Trainers, Micro-finance Institution partners)	No. of STAR Program partners provided with GST - Two (2) batches of GST provided to STAR Program partners with 35 participants per batch.	1,700,000.00	GAA	TWC-STAR Center for Excellence



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8	Low skilled, low paying and oppressed labor of women in local employment related to household services, manufacturing, etc.	Lack of access to alternative employment opportunities for women workers through skills assessment and certification.	Assisted women workers in acquiring skills certification aimed at providing opportunities to higher skilled, better paying and more decent work.	MFO: Technical Education and Skills Development Services	Conduct of Free Competency Assessment and Certification for Workers (CACW).	No. of female workers/employed individuals conducted with free CACW - 350 female workers/employed individuals conducted with free CACW	1,700,000.00	GAA	Certification Office
9	Low enrollment of women in non-traditional skills training	Women's multiple burden and gender roles result to limited access to avail non-traditional skills training	Increased women's access to avail various non-traditional skills training provided by TESDA through information and communication technologies.	MFO: Technical Education and Skills Development Services	Conduct free TESDA Online Program (TOP) which offers various non-traditional skills training to female beneficiaries.	No. of female and male registered users of the TESDA Online Program - 180,000 female registered users and 120,000 male registered users	2,300,000.00	GAA	e-TESDA Project Management Unit
ORGANIZATION-FOCUSED ACTIVITIES									



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10	Develop and maintain a GAD database containing gender statistics and SDD in support to MCW Section 37.D: Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - GAD Database	Regular updating of TESDA's GAD database which contains SDD of EGACE shall serve as inputs to the GFPS-TWG on further advocating GAD in TVET.	Updated repository of SDD on Enrolled, Graduates, Assessed, Certified and Employed (EGACE) by qualification and by region	MFO: Technical Education and Skills Development Policy Services	Maintain the existing database system to generate SDD on EGACE in the upgraded monitoring network - TESDA Training Management Information System (T2MIS).	Upgraded TESDA's Monitoring Network - T2MIS. - One upgrade or maintenance activity in T2MIS completed.	2,000,000.00	GAA	LMID - Planning Office



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11	Develop and maintain a GAD database containing gender statistics and SDD in support to MCW Section 37.D: Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - GAD Database	Regular processing/analyzing of TESDA's GAD database which contains SDD of EGACE shall serve as inputs to the GFPS-TWG on further advocating GAD in TVET.	To process and analyze SDD on number of enrolled and graduates under TESDA Scholarship Programs - Training for Work Scholarship Program (TWSP) and Special Training and Employment Program (STEP)	MFO: TESD Performance Monitoring and Evaluation Services	Conduct bi-annual monitoring on the number of enrolled and graduates by sex, by qualifications, by region under the TWSP and STEP	Number of narrative reports of TWSP and STEP implementation in the regions - TWo (2) narrative reports (2018 Jan-June and 2018 July-Dec) of TWSP and STEP implementation complete with summary data on number of enrolled and graduates by sex, by qualification and by region	350,000.00	GAA	Scholarships Management Office (SMO)



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12	Develop and maintain a GAD database containing gender statistics and SDD in support to MCW Section 37.D: Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - GAD Database	Regular updating and processing of SDD EGACE information shall serve as inputs to the GFPS-TWG on further advocating GAD in TVET.	To process and analyze SDD on number of assessed and certified TVET graduates for gender responsive program development	MFO: TESD Performance Monitoring and Evaluation Services	Conduct bi-annual monitoring on the number of assessed and certified TVET graduates by sex, by qualification and by region under the TWSP and STEP	Number of narrative reports of TWSP and STEP implementation with gender analysis on the number of assessed and certified TVET graduates by sex, by qualification and by region - Two (2) narrative reports of TWSP and STEP with summary data on the number of assessed and certified TVET graduates by sex, by qualification and by region	350,000.00	GAA	Certification Office



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13	Develop and maintain a GAD database containing gender statistics and SDD in support to MCW Section 37.D: Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - GAD Database	TESDA's Updated GAD database shall serve as a mechanism for knowledge management and sharing within the GFPS.	To enhance TESDA's GAD profile and gender mainstreaming KNowledge Products in PCW's GMMS	MFO: TESD Management Policy and Services	Update and upload TESDA GAD profile and gender mainstreaming Knowledge Products in GMMS	TESDA GAD profile and gender mainstreaming Knowledge Products updated and uploaded in GMMS- 2 GAD Knowledge Products updated and uploaded in GMMS	50,000.00	GAA	GFPS TWG and TESDA Women's Center as GFPS Secretariat



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14	Develop and maintain a GAD database containing gender statistics and SDD in support to MCW Section 37.D: Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - GAD Database	Regular processing and analyzing of TESDA's GAD database which contains SDD on EGACE (enrolled, graduates, assessed, certified and employed) which shall serve as inputs to annual GAD Planning and Budgeting	To process and analyze SDD on number of enrolled and graduates in various language programs under the TWSP for gender responsive program development	MFO: TESD Performance Monitoring and Evaluation Services	Conduct bi-annual monitoring on the number of enrolled and graduates in various language programs under TWSP by sex, by qualification and by region	Number of narrative reports of TWSP implementation in various language programs with gender analysis on the number of enrolled and graduates by sex, by qualification and by region - Two (2) narrative reports (2018 Jan-June and 2018 July-Dec) of TWSP implementation in various language programs with summary data on the number of enrolled and graduates by sex, by qualification and by region	350,000.00	GAA	National Language Skills Institute (NLSI)



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15	Develop and maintain a GAD database containing gender statistics and SDD in support to MCW Section 37.D: Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - GAD Database	Regular processing and analyzing of TESDA's GAD database which contains SDD on EGACE (enrolled, graduates, assessed, certified and employed) which shall serve as inputs to annual GAD Planning and Budgeting	To process and analyze SDD on number of enrolled, graduates, assessed and certified OFWs and their dependents in various qualifications under the Reintegration Program for OFWs	MFO: TESD Performance Monitoring and Evaluation Services	Conduct bi-annual monitoring on the number of enrolled, graduates, assessed and certified OFWs by sex, by qualification and by region under the Reintegration Program for OFWs	Number of narrative reports on the implementation of Reintegration Program for OFWs in various qualifications with gender analysis on the number of enrolled, graduates, assessed and certified by sex, by qualification and by region - Two (2) narrative reports (2018 Jan-June and 2018 July-Dec) on the implementation of Reintegration Program for OFWs in various qualifications with summary data on the number of enrolled, graduates, assessed and certified by sex, by qualification and by region	350,000.00	GAA	Partnerships and Linkages Office (PLO)



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16	To ensure that the Agency's annual operations plan and budget are gender responsive under MCW Section 37.4. indicating all NGAs shall ensure that their agency annual operations plan and budget are gender responsive.	The gender analysis tool (HGDG) for Education Sector does not fully address the different gender issues and concerns for TVET therefore, there is a need to draft the GAD checklist for TVET in order to make TESDA's annual operations plan and budget gender-responsive.	Increased gender-responsiveness of TESDA's annual operations plan and budget.	PAP: TESD Management Policy and Services	Deployment of developed Gender Analysis tool to regional offices	Number of copies of Sector specific GAD Checklist for TVET deployed to all regions - 1,000 copies of sector specific GAD Checklist for TVET deployed to all 17 regional offices	300,000.00	GAA	GFPS-TWG and TESDA Women's Center as GAD Secretariat



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17	To ensure that the Agency's annual operations plan and budget are gender responsive under MCW Section 37.4. indicating all NGAs shall ensure that their agency annual operations plan and budget are gender responsive.	The gender analysis tool (HGDG) for Education Sector does not fully address the different gender issues and concerns for TVET therefore, there is a need to utilize the formulated GAD checklist for TVET in order to make TESDA's annual operations plan and budget gender-responsive.	Increased gender responsiveness of TESDA's programs, projects and services using the GAD Checklist for TVET Sector	PAP: TESD Management Policy and Services	Facilitate the endorsement of the developed GAD Checklist for TVET sector to NEDA and PCW for approval to be part of the Harmonized GAD Guidelines.	Approval of Sector specific GAD Checklist for TVET-Sector specific GAD Checklist for TVET endorsed and approved by NEDA and PCW	300,000.00	GAA	GFPS TWG and TESDA Women's Center as GFPS Secretariat



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18	Development of and Budgeting for GAD Plans and Programs of TESDA in support of MCW section 37.A - Gender Mainstreaming as a strategy for implementing MCW - Planning, Budgeting, Monitoring and Evaluation for GAD	To ensure continuous strengthening of TESDA's GAD activities through submission and endorsement of the Agency's GAD Plan and Budget (GPB).	To pursue adoption of GM as a strategy to promote and fulfill women's human rights and eliminate gender discrimination in the TESDA systems and programs.	MFO: TESD Management Policy and Services	Formulate annual GPB and GAD AR of Central Office within the context of TESD through GFPS Secretariat which reviews regional GPBs and GAD ARs within set deadline of the Philippine Commission on Women.	No. of Regional 2020 GPBs and No. of Regional 2018 GAD ARs reviewed thru GMMS - 17 Regional 2020 GPBs and 17 Regional 2018 GAD ARs reviewed thru GMMS 2020 GPB and 2018 GAD AR of Central Office Formulated and Submitted to PCW - One (1) 2020 GPB and One (1) 2018 GAD AR of Central Office formulated and submitted to PCW	250,000.00	GAA	GFPS-TWG and National GAD Secretariat (TWC)



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19	Promotion of gender mainstreaming in TVET through advocacy in contribution to MCW section 29: Right to Information, which describes one of the duties of a Government Agency is to develop and make available Information and Education materials to be disseminated in public.	The PCW recommended that TESDA used the most available and frequently viewed instrument, the TESDA intranet, to promote accessible information on its gender mainstreaming endeavors.	To utilize the TESDA Intranet in the dissemination of information of GAD activities and programs for the GFPS of Central and Regional Offices	MFO: TESD Management Policy and Services	Upload in TESDA Intranet various GAD and WEE-related policies, programs, activities and projects to be accessed by the TESDA GFPS	Frequency of uploading GAD and WEE-related policies, TVET statistics and news articles/press releases in the TESDA Intranet - Monthly uploading of GAD and WEE-related policies, TVET statistics and news articles/press releases in the TESDA Intranet	100,000.00	GAA	LMID - Planning Office, GFPS-TWG Central Office



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20	Strengthening of TESDA's GAD Focal Point System (GFPS) as mandated under MCW Rule VI section 37.C which states that all government agencies shall strengthen their GFPS to accelerate gender mainstreaming in the Agency.	Strengthening TESDA's GFPS shall sustain gender mainstreaming initiatives to be aligned with the new directions and priorities/agenda of TESDA management.	GAD Focal Point System able to lead gender mainstreaming efforts of the organization. GFPS with enhanced capacities to spearhead the agency's review and enhancement of policies, programs, projects and services so that these are able to address the differentiated needs and concerns of the agency's women and men clientele, including its employees.	MFO: TESD Management Policy and Services	Organize and conduct GFPS-ExeCom and TWG meetings at the national level	Number of GFPS-Execom and TWG Officers/Members attended and participated in meetings - 6 GFPS-Execom officer/members and 8 GFPS-TWG officers/members have attended and participated in meetings Number of GFPS-Execom and TWG meetings conducted at the national level- 3 GFPS Execom meetings and 4 GFPS-TWG meetings conducted	200,000.00	GAA	GFPS-ExeCom, GFPS-TWG and TWC as Secretariat



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21	Ensure that TESDA's GFPS spearheads the advocacy campaigns on increasing the Agency's critical consciousness for women's economic empowerment and support gender issues of women as stipulated in MCW, Rule VI, section 37.C number II on the general functions of the GFPS.	Promotion of gender-fairness in the Agency with focus on the significance of women's empowerment and gender equality in TVET must be sustained.	Strengthen existing GAD structure, system and mechanism to facilitate and sustain gender mainstreaming of the Agency	MFO: TESD Management Policy and Services	Organize and conduct activities in celebration of National Women's Month and 18-day Campaign to End Violence Against Women and Children (VAWC).	Participation of male and female TESDA employees in activities which support the Women's Month celebration and 18-day Campaign to End VAW.- 100 female and male TESDA employees participated in activities for the observance of National Women's Month and 18-day Campaign to End VAW.	400,000.00	GAA	GFPS-ExeCom, TWG and Secretariat (TWC)



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22	Integration of principles related to women, peace and security in TESDA's programs, activities and projects as mandated by the PCW-OPAPP JC No. 2014-01 which states in its Guidelines, the role of TESDA in the implementation of the National Action Plan on Women, Peace and Security (NAPWPS) and other services for beneficiaries in conflict-affected and post-conflict affected or PAMANA areas.	Although TESDA Regional Offices provide skills training for female and male beneficiaries within PAMANA areas and contribute to the NAPWPS, there is a need to establish a monitoring and evaluation system on the effectiveness and impacts of the skills training provided to the beneficiaries.	The GFPS in TESDA-Central Office evaluated the results and impacts of various skills training programs provided in PAMANA Areas and other activities implementing the NAPWPS.		Establish a Results-based Monitoring and Evaluation System on the conduct of skills training programs	Number of established Results-based Monitoring and Evaluation system on the implementation of various skills training programs provided in PAMANA areas and in contribution to the NAPWPS.- 1 established Results-based Monitoring and evaluation system on the implementation of various skillIE training programs provided in PAMANA areas and in contribution to the NAPWPS.	Including salary attribution of the GFPS-TWG and GAD Focals 100,000.00	GAA	GFPS-ExeCom, GFPS-TWG, TWC as GFPS Secretariat



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23	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 and skills to initiate and sustain gender mainstreaming.	GAD Focal Point System 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	Participate in GAD related capacity development programs of GFPS members organized by other government agencies like PCW, OPAPP and DOLE	Number of GFPS members participated and/or attended capacity development programs- 5 GFPS members participated and/or attended capacity development programs	50,000.00	GAA	GFPS TWG and Secretariat
24	GAD is not integrated in the curriculum of TVIs	GAD Policies in the Agency are not fully disseminated/ monitored for implementation	Increased knowledge and skills of TVET trainers on the use of Gender Sensitivity Training Manual	MFO: TESD Management Policy and Services	Conduct orientation with TVIs at NCR on TESDA's policy regarding the use of gender sensitive curriculum and Gender Sensitivity Training Manual	Number of batches of orientation on the use of gender sensitive curriculum and Gender Sensitivity Training Manual conducted for TVIs at NCR- 2 batches of 25 participants TVIs at NCR provided orientation on GS curriculum and Gender Sensitivity Training Manual	200,000.00	GAA	TESDA Development Institute and TESDA Women's Center



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25	GAD is not integrated in the curriculum of TVIs	GAD policies are not fully disseminated/ monitored for implementation	Increased knowledge and skills of TVET trainers on the use of gender sensitive curriculum and Gender Sensitivity Training Manual	MFO: TESD Management Policy and Services	Conduct Training of Trainers (ToT) of TVET trainers on the use of gender sensitive curriculum and Gender Sensitivity Training Manual	Number of batches on Training of Trainers (ToT) and number of TVET trainers provided with training - 2 batches of ToT conducted at 25 TVET trainers per batch	300,000.00	GAA	TESDA Development Institute and TESDA Women's Center
26	GAD is not integrated in the curriculum of TVIs	GAD Policy is not fully disseminated/ monitored for implementation	Gender-Fair TVET system which encompasses gender-responsive policies, programs and services	MFO: TESD Management Policy and Services	Issuance of TESDA Circular to include attendance of Trainers and other personnel from TVI's on basic Gender Sensitivity Training (GST)	Number of TESDA Circular issued - One TESDA Circular issued	50,000.00	GAA	Planning Office and GFPS Executive Committee and Technical Working Group
27	Lack of appreciation and prioritization by top management of the importance of GAD mainstreaming	Low participation in GAD Programs/Projects and Activities (PPAs)	Increased knowledge and skills of TESDA to mainstream GAD in planning, implementation and monitoring and evaluation of TVET PPAs	MFO: TESD Management Policy and Services	Conduct of deepening sessions about GAD mainstreaming to be included in the GFPS Execom and Technical Working Group meetings	Number of deepening sessions conducted- 4 deepening sessions conducted	100,000.00	GAA	TESDA Women's Center as GAD Secretariat



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28	Limited number of developed GAD experts and trainers in TESDA	No purposive Capacity Building Program for GAD Experts	Increased knowledge and skills of TESDA to mainstream GAD in planning, implementation and monitoring and evaluation of TVET PPAs	MFO: TESD Management Policy and Services	Conduct Training of identified prospective GAD experts-trainers for resource pool including the GFPS	Number of Training Needs Assessment (TNA) conducted- One (1) TNA conducted Number of GAD experts trained on gender analysis and GAD Planning and Budgeting - 10 GAD experts trained on gender analysis and GAD Planning and Budgeting	150,000.00	GAA	TESDA Development Institute and TESDA Women's Center
29	Limited number of developed GAD experts and trainers in TESDA	No purposive Capacity Building Program for GAD Experts	Increased knowledge and skills of TESDA to mainstream GAD in planning, implementation and monitoring and evaluation of TVET PPAs	MFO: TESD Management Policy and Services	Accreditation of GAD expert-trainer by PCW	Number of GAD expert-trainer accredited by PCW - 1 GAD expert-trainer accredited by PCW	50,000.00	GAA	TESDA Women's Center



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30	Limited number of developed GAD experts and trainers in TESDA	No purposive Capacity Building Program for GAD Experts	Increased knowledge and skills of TESDA to mainstream GAD in planning, implementation and monitoring and evaluation of TVET PPAs	MFO: TESD Management Policy and Services	Conduct workshop to develop TESDA's GAD incentives and reward system: GADtimpala sa TVET Award	Number of incentives and reward system for GAD- 1 incentive or reward system for GAD developed	Including salary attribution of the GFPS-TWG as participants 100,000.00	GAA	GFPS-TWG and TWC as Secretariat
31	Policy on adoption of gender sensitive TVET curriculum not yet used as model/standard by all TVIs	Weak in the promotion and advocacy on the adoption and utilization of the gender sensitive TVET curriculum	To promote the adoption of gender sensitive TVET curriculum to all TVIs towards a gender fair TVET	MFO: TESD Management Policy and Services	Integration of the policy on the adoption and utilization of the gender sensitive curriculum in TESDA's communication plan	Advocacy plan for the adoption of gender sensitive TVET curriculum included in TESDA's communication plan - Advocacy plan for the adoption of gender sensitive TVET curriculum included in TESDA's communication plan	50,000.00	GAA	Public Information Unit



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
32	Policy on adoption of gender sensitive TVET curriculum not yet used as model/standard by all TVIs	Weak in the promotion and advocacy on the adoption and utilization of the gender sensitive TVET curriculum	To promote the adoption of gender sensitive TVET curriculum to all TVIs towards a gender fair TVET	MFO: TESD Management Policy and Services	Monitoring of the implementation of the advocacy plan for the promotion of gender sensitive curriculum	Number of TVIs who accessed the standard gender sensitive curriculum in TESDA's Knowledge Management System - 25 TVIs accessed the standard gender sensitive curriculum in TESDA's Knowledge Management System Number of views in TESDA's COROPOTI facebook accounts and websites - 250 views	50,000.00	GAA	Public Information Unit
33	Limited number of fully functional Committee on Investigation and Decorum (CODI) in the TTI's/TVIs	TTI's/TVI's are not fully oriented on the significance of CODI and the roles and responsibilities of the Officers/Members of CODI	Increased appreciation on TESDA's CODI in TTI's/TVI's which supports the Agency's goal towards a gender-fair TVET.	MFO: TESD Management Policy and Services	Facilitate the conduct of survey on the updated number of TTI's/private TVI's with established or	Number of consolidated report on the conducted survey of TTI's/private TVI's with established or reconstituted CODI. - 1 consolidated report on the conducted survey of TTI's/private TVI's with established or reconstituted CODI	100,000.00	GAA	TESDA Women's Center as GAD Secretariat



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
34	Limited number of fully functional Committee on Investigation and Decorum (CODI) in the TTI's/TVIs	TTI's/TVI's are not fully oriented on the significance of CODI and the roles and responsibilities of the Officers/Members of CODI	Increased appreciation on TESDA's CODI in TTI's/TVI's which supports the Agency's goal towards a gender-fair TVET.	MFO: TESD Management Policy and Services	Facilitate the conduct of survey on the updated number of TTI's/private TVI's with established or reconstituted CODI.	Number of Orientation Program conducted on the significance of CODI and the roles and responsibilities of its Officers/Members- 2 Orientation Programs conducted on the significance of CODI and the roles and responsibilities of its Officers/Members	Including salary attribution of the GFPS-TWG officers/members and other participants 100,000.00	GAA	GFPS-ExeCom, TWG and TWC
35	Low utilization rate of GAD Budget by Operating Units at the Central Office	HGDG tool is not being used by some Operating Units during GAD Planning and Budgeting and continuing GAD attributed programs of Executive Offices were not reviewed for its gender responsiveness	GPFS at Central Office with enhanced capacities to formulate GAD Plan and Budget and implement and monitor gender responsive programs	MFO: TESD Management Policy and Services	Conduct capacity development programs for national GFPS-TWG members and senior officers on gender analysis (GA) and use of GA tools (HGDG and GMEF)	Percent of GFPS-TWG trained- 100% of GFPS-TWG officers/members trained on GA and use of GA tools	Including salary attribution of the GFPS-TWG as participants 150,000.00	GAA	TESDA Development Institute and TWC



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
	1	2	3	4	5	6	7	8	9
36	Limited gender awareness of TESDA employees on GAD initiatives and updates	Insufficient mechanisms or avenues to promote gender sensitivity and provide updates on the Agency's GAD efforts	Gender sensitive advocacy of TVET	MFO: TESD Management Policy and Services	Establishment of GAD corner in every Operating Unit of TESDA-Central Office	No. of Operating Units in TESDA-Central Office with GAD corner set up - 8 operating units at TESDA Central Office set up with GAD Corner	150,000.00	GAA	All Executive Offices at Central Office
37	Limited gender awareness of TESDA employees on GAD initiatives and updates	Insufficient mechanisms or avenues to promote gender sensitivity and provide updates on agency GAD efforts	Gender sensitive advocacy of TVET	MFO: TESD Management Policy and Services	Maintain and update GAD section in the organization's intranet and website	GAD section in the organization's intranet and website maintained and updated - GAD section in the organization's intranet and website maintained and updated	150,000.00	GAA	Planning Office - LMID
38	Limited gender awareness of TESDA employees on GAD initiatives and updates	Insufficient mechanisms or avenues to promote gender sensitivity and provide updates on agency GAD efforts	Gender sensitive advocacy of TVET	MFO: TESD Management Policy and Services	Conduct orientation on TESDA GAD Programs and other GAD-related laws and mandates to new TESDA employees	Number of new TESDA employees given orientation on GAD Programs and related laws - 50 new TESDA employees given orientation on GAD Programs and related laws	25,000.00	GAA	TESDA Development Institute



	Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	GAD Budget	Source of Budget	Responsible Unit /Office
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39	Limited capacities of STAR Program partners and its National Project Management Team (NPMT) on gender mainstreaming	Insufficient conduct of deepening sessions on GAD and the impacts of gender-based entrepreneurship training to the STAR Program implementers.	Enhanced knowledge and skills of STAR program partners and national project management team to implement, monitor and evaluate gender responsive WEE project	PAP: Implementation of TESDA-Coke STAR Program	Conduct monitoring and evaluation of STAR Program implementation through regular meetings with deepening sessions on GAD principles and mandates	Number of NPMT meetings and minutes of meetings/reports prepared- 4 NPMT meetings attended and 100% attendance from the NPMT Officers/Members 4 minutes of meetings/report prepared	200,000.00	GAA	Partnerships and Linkages Office



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40	Uneven GAD skills among GFPS and TWG members to advance gender mainstreaming and need to update GFPS and TWG as new GAD tools are being developed and new policies issued by PCW	Due to changes in the composition and high turnover of GFPS members/GAD focals	Enhanced gender mainstreaming (GM) through policy actions, capacity development, enabling mechanisms and gender responsive programs, projects and services (PPS) that will help contribute to a gender-fair TVET	MFO: TESD Management of Policies and Services	Organize and conduct Zonal GAD Focal Point System (GFPS) Assembly/Conference to strengthen capacities of GFPS Technical Working Group and Regional GAD focals in gender mainstreaming (GM), gender analysis (GA), GST, GAD Planning and Budgeting as well as to monitor and evaluate the level of GM.	Number of zonal GFPS conference/assembly conducted- Three (3) zonal GFPS assembly/conference conducted (Luzon, Visayas and Mindanao) Number of (F/M) GFPS Execom and TWG officers/members participated in three (3) zonal GFPS conference/assembly - 300 regional GFPS Execom, TWG members and GAD focals participated in 3 zonal GFPS assembly/conference	2,500,000.00	GAA	GFPS-TWG and TESDA Women's Center as GFPS Secretariat



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41	Uneven GAD skills among GFPS and TWG members to advance gender mainstreaming and need to update GFPS and TWG as new GAD tools are being developed and new policies issued by PCW	Due to new appointments or re-assignments and changes in the composition	GAD Focal Point System able to lead gender mainstreaming efforts of the organization. GPFS with enhanced capacities to formulate, implement and monitor GAD Plan and Budget	MFO: TESD Management Policy and Services	Conduct GAD-related capacity development programs for TESDA employees on basic GST, gender mainstreaming and gender-fair language	Number of F/M TESDA employees trained on basic GST, gender mainstreaming and gender-fair language - 60 TESDA employees trained on basic GST, gender mainstreaming, and gender-fair language	100,000.00	GAA	TESDA Development Institute and National GFPS TWG
42	Uneven GAD skills among GFPS and TWG members to advance gender mainstreaming and need to update GFPS and TWG as new GAD tools are being developed and new policies issued by PCW	Due to changes in the composition and high turnover of GFPS members/GAD focals	Enhanced gender mainstreaming (GM) through policy actions, capacity development, enabling mechanisms and gender responsive programs, projects and services (PPS) that will help achieve gender equality and women empowerment	MFO: TESD Management of Policies and Services	Attend inter-agency meetings, forum, symposium, conference on GAD and women empowerment concerns	Number of GFPS members (F/M) participated in inter-agency meetings on GAD and women empowerment concerns - 6 GFPS members (F/M) participated in inter-agency meetings on GAD and women empowerment concerns	80,000.00	GAA	GFPS Execom, TWG and TESDA Women's Center as GFPS Secretariat



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ATTRIBUTED PROGRAM									
43					Implement Language Skills Training Program in various Languages under the Training for Work Scholarship Program		1,798,125.00	GAA	National Language Skills Institute
44					Development of Training Regulations (TR) and Competency Assessment Tools (CAT's)		5,173,350.00	GAA	Qualifications and Standards Office
SUB-TOTAL							27,286,475.00	GAA	
TOTAL GAD BUDGET							27,286,475.00		

Prepared By:	Approved By:	Date
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