**2016 GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT**

**TESDA CENTRAL OFFICE**

**Introduction**

 The TESDA Women’s Center (TWC) acts as Secretariat to the TESDA Central Office Gender and Development Focal Point System (TESDA-CO GFPS). It spearheaded the National Women’s Month celebration for the organization pursuant to Proclamation No. 227 s. 1998 held during the month of March. The annual celebration was aimed to give due recognition to the contributions of Filipino women in our society.

 The TWC as the lead TVET Institution of excellence in women empowerment also takes the lead in women empowerment in the TVET sector. In 2016, it initiated, organized and participated in various GAD-related activities anchored on this year’s theme: “Kapakanan ni Juana, Isama sa Agenda!” (Include women in the agenda!)

 During the year, the total budget of the TESDA Central Office amounted to P2,899,989,775.56 with original GAD budget allocation amounting to P147,142,064.00. The GAD accomplishment report showed 18.24% or P528,858,555.47 GAD expenditure which is above the minimum 5% required by law. The highlights of the GAD programs and activities organized and conducted by the TESDA Central Office are as follows:

**Client-Focused GAD Programs and Activities**

 The TESDA Central Office participated in the following activities led by the Philippine Commission on Women (PCW) during the National Women’s Month:

1. International Women’s Day Celebration: Presentation of the Report on the State of the Filipino Women held on March 8, 2016 at Malacanang Palace attended by DDG Teodoro Pascua, Chair, GFPS-Execom together with Ms. Maria Clara Ignacio, Chair, GFPS-TWG of the Central Office;
2. Launching Event of the GREAT Women Forum: Stakeholders’ Market-Match Forum and Trade Exchange held on March 11, 2016 at the RCBC Plaza, Makati;
3. Public Event: “Sama-Samang Pagsulong sa mga Agenda ni Juana,” an assembly of women and GAD advocates focused on celebrating the achievements, gains and accomplishments with regards to bridging the gap and promoting women’s empowerment. It was held on March 16, 2016 at the Burnham Green, Quirino Grandstand, Manila participated by 40 delegates from TESDA;
4. Inspirational Talk: “Arise Women” held at the DOLE, Intramuros Manila attended by four officials and personnel from TESDA.

On the other hand, the TESDA National Language Skills Institute conducted GST to 206 (168 females and 38 males) Filipino Nurses and Careworkers undergoing Japanese Language Training program at TESDA who are bound for Japan. The training program aims to address the gender issue on the vulnerability of Filipino women workers bound for overseas employment caused by gender stereotyping and discrimination due to lack of awareness of their civil, political, social and economic rights.

To address the gender issue on low skilled, low paying and oppressive overseas Household Service Workers (HSWs), the TESDA Certification Office conducted on-site Competency Assessment of overseas HSWs in Dubai and Middle East countries availed by a total of 268 (230 females and 38 males) overseas workers.

The TESDA Women’s Center – STAR Program Center for Excellence conducted STAR program training to 2,640 women-retailers to improve the business management knowledge and skills of women retail store owners and operators for their economic empowerment. In addition, a total of 70 (45 females and 25 males) Trainers of Micro Finance Institutions in Bacolod and Cagayan de Oro Cities were provided training in GST aimed at enhancing performance of the STAR program partners.

The gender issue on the high exit rate in early stage of business owned by women store retailers and operators due to lack of entrepreneurial training was addressed thru the conduct of regular meetings and monitoring by the NPMT of TESDA-Coke STAR program for gender-responsiveness of the program.

**Organization-Focused GAD Programs and Activities**

Sec. 37.D of the MCW mandates TESDA to develop and maintain a GAD database containing gender statistics and sex disaggregated data. TESDA has one repository of sex-disaggregated data on enrolled, graduate, assessed, certified, and employed by region and by qualification, developed and maintained by the Planning Office. Further, the Certification Office processes and analyzes the monthly reports containing gender statistics and sex-disaggregated data of the whole organization.

TESDA mainstreamed gender sensitive curriculum by incorporating GAD in the new Training Regulations and TVET curricula. This is pursuant to TESDA’s GAD mandate specified under Sec. 16.A.2.c of the Magna Carta of Women. TESDA’s Qualification and Standards Office (QSO) implemented the promulgation and deployment of six (6) new and reviewed TRs with gender-sensitive curriculum.

On the development of and budgeting for GAD Plans and Programs in support of the MCW, 14 Regional Offices of TESDA prepared and submitted their 2017 GPB while 11 ROs submitted their 2015 GAR. In addition, the TESDA Central Office has an endorsed 2017 GPB and 2015 GAR.

To strengthen the existing GAD mechanism and sustain gender mainstreaming of the organization, 50 TESDANs including the members of the TESDA GFPS and secretariat participated in the 18-day Campaign to end Violence Against Women (VAW) held at the Aliw Theater, Pasay City. It was aimed to strengthen the existing GAD structure, system and mechanism to facilitate and sustain gender mainstreaming of TESDA.

To address the gender issue on the limited capacities of the TESDA GAD GFPS to advance gender mainstreaming, the following GAD activities were conducted:

A national GAD Assembly for the GFPS was held on December 15, 2016 participated in by 47 (41 females and 6 males) GFPS members at the national and regional levels. They were capacitated about the enhanced GMEF, gender analysis (GA) and formulated the GAD Logic Model which was the highlight of the GAD Assembly. The draft TESDA GAD Logic model shows the logical inter-relationships of the ultimate outcome, intermediate outcome, immediate outcome, and outputs of the gender mainstreaming efforts of TESDA as shown below:

**TESDA GAD Logic Model**

**Ultimate Outcome**: Productive and sustainable employment for women and men in pursuit of inclusive growth, poverty reduction and global competitiveness

**Intermediate Outcome**: Gender-Fair TVET system thru gender-responsive policies, programs and services

**Immediate Outcome:** Increased knowledge and skills of TESDA to mainstream GAD in planning, implementation and monitoring and evaluation of TVET PPAs

**Outputs**:

* GAD Capacity development activities for TESDA staff implemented;
* GAD Capacity development activities for TESDA stakeholders implemented;
* Gender-Sensitive M&E System that collects sex, age and vulnerability data

 established;

* TVET programs and projects reviewed and enhanced.

The five-year TESDA GAD Plan covering 2017-2021 was another output of the GAD assembly. It was developed based on the results of the organizational assessment using the Gender Mainstreaming Evaluation Framework (GMEF). With the five-year GAD agenda, TESDA aims to progress from its current state - Stage 2 (Installation of Strategic Mechanisms level) to Stage 5 (Replication and Innovation level) by 2021.

On the promotion of gender mainstreaming in TESD, five (5) IEC materials were reviewed and revised by the Public Information Office consistent with the use of gender-sensitive language. Likewise, TVET news articles regarding TESDA’s WEE and GAD programs were updated monthly.

 The members of the GFPS and TWG attended 16 inter-agency meetings with PCW, OPAPP, NCDA and House of Representatives on GAD-related concerns. In addition, the TWC as GAD secretariat organized three (3) GFPS meetings participated by 8 females and 1 male from the Executive Committee level and 8 females and 2 males from the TWG.

Also, the progress report for the 2016 NTESD Plan was prepared and updated with TVET sex-disaggregated data.

The TESDA GAD profile and database containing TESDA’s GFPS Execom, TWG and secretariat were uploaded in the PCW’s GMMS to enhance gender mainstreaming knowledge products.

A GAD policy thru a TESDA Order was issued to incorporate GS in the Orientation program for New TESDA Employees and Personnel Concerns (ONTOP).

The following programs were reflected under GAD attributed programs:

1. Language Skills Training Program
2. Scholarship Programs (TWSP, PESFA, STEP)
3. Training of Regional Lead Trainers on Trainers Methodology
4. TVET Trainers Skills Upgrading Program
5. Impact Evaluation Study of TVET Graduates
6. Development of 4th Cycle NTESDP
7. TESDA CO Career Advocates Participation in the National Career Congress
8. Capability Building for Regional Lead Assessors
9. Calibration Program for Regional Expert Panel Members
10. 2016 TESDA Workforce Training and Development Investment Plan
11. Promotion of Gender Equality and Women Empowerment thru STEP
12. Development and Launching of TESDA’s upgraded Monitoring Network (T2MIS) with SDD

Prepared by: Approved:

LUCIA P. TABU MARIA CLARA B. IGNACIO

Sr. TESD Specialist/ Chief, TESDA Women’s Center

Unit Head, Research, Advocacy and GAD