

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2016**

**Sequence No.:** 2016-001093

**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:**

1,763,730,000.00

**Total GAD Budget**

144,642,064.00

**Primary Sources**

144,642,064.00

**Other Sources**

0.00

**% of GAD Allocation:**

8.20%

	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**

**ATTY. TEODORO C. PASCUA  
DDG FOR TESD OPERATIONS  
AND CHAIR, GAD FOCAL  
POINT SYSTEM EXECUTIVE  
COMMITTEE**

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



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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	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 careworkers under JPEPA bound to work in Japan	MFO: Technical Education and Skills Development Regulation Services	Conduct gender sensitivity training to Filipino nurses and care workers under JPEPA to include topics on VAW and HIV-AIDs prevention.	Number of Filipino nurses and care workers under JPEPA provided basic GST - 200 Filipino nurses and care workers under JPEPA provided basic GST	90,000.00	GAA	National Language Skills Institute
2	Low skilled, low paying and oppressive overseas household service workers (HSWs)	Lack of awareness of overseas household service workers (HSWs) 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 household service work and assist them to land in higher skilled, better paying and decent work.	PAP: Assistance Package for Uplifting the Status of Overseas HSWs	Conduct on-site competency assessment of overseas HSWs in Dubai and Middle East countries.	Number of female and male HSWs assessed and certified in various qualifications - 60 female and male HSWs assessed and certified in various qualifications	1,600,000.00	GAA	Certification Office



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3	High exit rate in early stage of businesses owned by women store retailers and operators	Lack of business capital, financing not available and not accessible, lack of entrepreneurial training, multiple burden and 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 and women economic empowerment	MFO: Technical Education and Skills Development Services	Conduct STAR Program training to women sari-sari store owners and retailers	Number of women retailers trained under the TESDA-Coke STAR Program Center for Excellence - 1000 women retailers trained under the TESDA-Coke STAR Program Center for Excellence	10,054,800.00	GAA	TESDA Women's Center - STAR Program Center for Excellence
4	High exit rate in early stage of businesses owned by women store retailers and operators	Lack of business capital, financing not available and not accessible, lack of entrepreneurial training, multiple burden and gender issues with husband and health related concerns	Enhanced performance of STAR Program partners	PAP: Implementation of TESDA-Coke STAR Program	Conduct Gender Sensitivity Training (GST) of STAR Program Partners (STAR Trainers, MFI Partners, spouses of women retailers)	Number of STAR program partners provided GST - Two (2) batches of 35 participants per batch provided GST	50,000.00	GAA	TESDA Women's Center - STAR Program Center for Excellence



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5	Sexual harassment and gender bias attitudes and behavior existing in the workplace	Lack of gender awareness and sensitivity of employers on VAW and GAD related laws	Reduced sexual harassment incidence in the workplace	MFO: Provision of technical education and skills development services in specific mandated programs	Conduct 1-day GST to employers and industry partners.	Number of industry workers provided basic GST - 3 batches of 25 industry workers per batch provided basic GST	75,000.00	GAA	GFPS TWG and TWC GAD Secretariat
6	Mainstreaming GAD in the TVET Curriculum and training delivery in support of the MCW/GAD mandate under Section 16.A.2.c: Equal Access and Elimination of Discrimination in Education, Scholarships, and Training	GAD mandate under Section 16.A.2.c: Equal Access and Elimination of Discrimination in Education, Scholarships, and Training	Strengthened capacity of TVET trainers to deliver sensitivity training and to ensure gender fair education in all TVET institutions	MFO: Provision of technical education and skills development services in specific mandated programs	Conduct of Training of Trainers on the Use of Gender Sensitivity Trainer's Manual developed under the GREAT Women Project	Number of TESDA Trainers and/or TVI trainers trained on the Use of Gender Sensitivity Trainer's Manual developed under the GREAT Women Project - 90 TESDA Trainers and/or TVI trainers trained on the Use of Gender Sensitivity Trainer's Manual developed under the GREAT Women Project	1,183,500.00	GAA	GFPS Technical Working Group and TWC GAD Secretariat

**ORGANIZATION-FOCUSED ACTIVITIES**



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7	Develop and maintain a GAD database containing gender statistics and sex disaggregated data in support of MCW	GAD Mandate under Section 37.D of MCW Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - GAD Database	Repository of sex disaggregated data on Enrolled, Graduates, Assessed, Certified and Employed (EGACE) by qualification, by region	MFO: Technical Education and Skills Development Policy Services	Maintain the existing database system to generate sex disaggregated EGACE data in the TESDA Monitoring Network	Sex-disaggregated information on EGACE generated by qualification, by region - Sex-disaggregated information on EGACE generated by qualification, by region	336,000.00	GAA	Planning Office
8	Develop and maintain a GAD database containing gender statistics and sex disaggregated data in support of MCW	GAD Mandate under Section 37.D of MCW Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - GAD Database	To process and analyze sex-disaggregated data on number of profiled, enrollees, graduates and employed thru TVET for gender responsive program development	MFO: TESD Performance Monitoring and Evaluation Services	Prepare monthly reports as input to improve the gender mainstreaming efforts of the agency's planning of PAPs	Monthly reports on sex-disaggregated data on number of profiled, enrollees, graduates and employed by qualification, by region processed and analyzed - 12 reports on sex-disaggregated data on number of profiled, enrollees, graduates and employed by qualification, by region processed and analyzed	220,000.00	GAA	Certification Office



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9	Development of and Budgeting for GAD Plans and Programs 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	Formulate annual GAD Plan and Budget and Accomplishment Report of Central Office within the context of TESD. AS GFPS Secretariat, review regional GAD Plans and Budget and GAD Accomplishment Reports.	Number of 2017 regional GAD Plans and Budget (GPBs) and 2015 and 2016 GAD Accomplishment Reports (GAD ARs) reviewed and endorsed to DOLE thru GMMS on prescribed PCW deadline - 17 regional 2017 GPBs and 2015 and 2016 GAD ARs reviewed and endorsed to DOLE thru GMMS on prescribed PCW deadline	150,000.00	GAA	GAD Focal Point System and TWC



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10	Promotion of gender mainstreaming in TESDA through research study, social marketing and advocacy	GAD Mandate under Section 29 of MCW: Right to Information	Strengthened existing GAD structure, system and mechanism to facilitate and sustain gender mainstreaming of the organization	MFO: TESDA Management Policy and Services	Organize activities in support of Women's Month celebration and 18-day Campaign to End VAW.	Number of TESDA Employees participated in activities in support of Women's Month Celebration and 18-day Campaign to End VAW - 40 TESDA Employees participated in activities in support of Women's Month Celebration and 18-day Campaign to End VAW	421,500.00	GAA	GFPS and TWC
11	Promotion of gender mainstreaming in TESDA through research study, social marketing and advocacy	GAD Mandate under Section 29 of MCW Right to Information	Strengthened existing GAD structure, system and mechanism to facilitate and sustain gender mainstreaming of the organization	MFO: TESDA Management Policy and Services	Review of existing IEC materials to make them consistent with gender sensitive language and inventory of IEC materials to set up a GAD corner at the TESDA website	Number of IEC materials reviewed and revised to make them consistent with gender sensitive language- 5 IEC materials reviewed and revised to make them consistent with gender sensitive language	30,000.00	GAA	Public Information Office and Planning Office - LMID



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12	Promotion of gender mainstreaming in TESD through research study, social marketing and advocacy	GAD Mandate under Section 29 of MCW Right to Information	Strengthened existing GAD structure, system and mechanism to facilitate and sustain gender mainstreaming of the organization	MFO: TESD Management Policy and Services	Conduct Training of Public Information Office (PIO) and Planning Office (PO) employees on basic GST and use of gender sensitive language	Number of IEC materials reviewed and revised to make them consistent with gender sensitive language- 5 IEC materials reviewed and revised to make them consistent with gender sensitive language  Number of PIO employees capacitated on basic GST and use of gender sensitive language - 10 PIO and PO employees capacitated on basic GST and use of gender sensitive language	60,000.00	GAA	Public Information Office and Planning Office - LMID





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13	Promotion of gender mainstreaming in TESDA through research study, social marketing and advocacy	GAD Mandate under Section 29 of MCW: Right to Information	Strengthened existing GAD structure, system and mechanism to facilitate and sustain gender mainstreaming of the organization	MFO: TESD Management Policy and Services	Upload gender statistics information about TVET and news articles about TESDA's GAD and WEE programs in the TESDA website.	Frequency of uploading in the TESDA website gender statistics information about TVET and news articles about TESDA's GAD and WEE programs - Gender statistics information about TVET and news articles about TESDA's GAD and WEE programs uploaded in the TESDA website once every quarter about TVET	30,000.00	GAA	Public Information Office and Planning Office - LMID
14	Mainstreaming gender sensitive curriculum developed under GREAT Women Project in new Training Regulations (TRs)	GAD mandate under Section 16.A.2.c: Equal Access and Elimination of Discrimination in Education, Scholarships, and Training	GAD incorporated in new Training Regulations and corresponding TVET curricula	MFO: TESD Performance Monitoring and Evaluation Services	Deployment of new TRs with gender sensitive curriculum and training manual in all TVIs	Number of new TRs deployed in the regions - 5 new TRs deployed in the regions	500,000.00	GAA	Qualification and Standards Office (QSO)



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15	Maintain TESDA GAD Profile and Database in PCW's GMMS	As mandated by the Law	To enhance TESDA's GAD Profile and Gender Mainstreaming Knowledge Products in PCW's GMMS.	MFO: Technical Education and Skills Development Policy Services	Update and upload TESDA GAD Profile and other Gender Mainstreaming (GM) Knowledge Products in PCW's GMMS	TESDA GAD Profile and GM Knowledge Products updated and uploaded in GMMS- TESDA GAD Profile and GM Knowledge Products updated and uploaded in GMMS	50,000.00	GAA	GFPS TWG and GFPS Secretariat (national)



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16	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GFPS Technical Working Group and Executive Committee lack the necessary competencies/skills to sustain gender mainstreaming	GAD Focal Point System able to sustain gender mainstreaming efforts of the organization and/or increase level or at least increase the GMEF score of gender mainstreaming efforts from Stage 4 to Stage 5.	MFO: TESD Management Policy and Services	Conduct capacity development programs for national and regional GFPS and TESDA Employees on Gender Sensitivity Training (Basic GST and GST ), enhanced GMEF, gender analysis and GMMS.	Number of trainings, orientation or conference organized and conducted on Basic GST and GST , enhanced GMEF and gender analysis - 3 trainings, orientation or conference organized and conducted on Basic GST and GST , enhanced GMEF and gender analysis  Number of GFPS members and TESDA Employees capacitated on Basic GST and GST , enhanced GMEF and gender analysis - 30 GFPS members and 25 TESDA Employees capacitated	450,000.00	GAA	National GFPS and TWC



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17	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GFPS Technical Working Group and Executive Committee lack the necessary competencies/skills to sustain gender mainstreaming	GAD Focal Point System able to sustain gender mainstreaming efforts of the organization and/or increase level or at least increase the GMEF score of gender mainstreaming efforts from Stage 4 to Stage 5.	MFO: TESD Management Policy and Services	Attend inter-agency meetings on GAD related concerns	Number of inter-agency meetings attended by GFPS members on GAD related concerns - 10 inter-agency meetings attended by GFPS members on GAD related concerns	50,000.00	GAA	National GFPS and TWC
18	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GFPS Technical Working Group and Executive Committee lack the necessary competencies/skills to sustain gender mainstreaming	GAD Focal Point System able to sustain gender mainstreaming efforts of the organization and/or increase level or at least increase the GMEF score of gender mainstreaming efforts from Stage 4 to Stage 5.	MFO: TESD Management Policy and Services	Organize GFPS meetings at the national level.	Number of GFPS meetings organized at the national level- 2 GFPS meetings organized at the national level  Number of members attended the GFPS meetings at the national level - 12 GFPS members attended the GFPS meetings at the national level	50,000.00	GAA	National GFPS and TWC



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19	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GFPS Technical Working Group and Executive Committee lack the necessary competencies/skills to sustain gender mainstreaming	GAD Focal Point System able to sustain gender mainstreaming efforts of the organization and/or increase level or at least increase the GMEF score of gender mainstreaming efforts from Stage 4 to Stage 5.	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 trainings, orientation or conference participated and/or attended by GFPS members- 3 trainings, orientation or conference participated and/or attended by GFPS members  Number of GFPS members participated and/or attended capacity development programs organized by other government agencies - 5 GFPS members participated and/or attended capacity development programs organized by other government agencies	50,000.00	GAA	National GFPS and TWC



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20	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GFPS Technical Working Group and Executive Committee lack the necessary competencies/skills to sustain gender mainstreaming	GAD Focal Point System able to sustain gender mainstreaming efforts of the organization and/or increase level or at least increase the GMEF score of gender mainstreaming efforts from Stage 4 to Stage 5.	MFO: TESD Management Policy and Services	Update Philippine TVET Statistics with sex disaggregation and prepare NTESDP 2016 progress report.	Number of NTESDP 2016 Progress Report prepared - One NTESDP 2016 Progress Report prepared	50,000.00	GAA	National GFPS and TWC
21	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 gender issues with husband and health related concerns	Enhanced knowledge and skills of Sari-sari Store Training and Access to Resources (STAR) Program partners and National Project Management Team (NPMT) to implement, monitor and evaluate gender responsive WEE project	PAP: Implementation of TESDA-Coke STAR Program	Conduct monitoring and evaluation of regional implementation of TESDA-Coke STAR Program.	Number of NPMT meetings and minutes of meetings and reports prepared - 8 NPMT meetings conducted 8 minutes of meeting prepared 4 quarterly reports prepared	185,500.00	GAA	NPMT of TESDA-Coke STAR Program



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22	Gender Sensitivity Training for all TESDA employees not yet mainstreamed	Lack of standard orientation module for TESDA employees with gender sensitivity as part of the basic competencies.	To incorporate gender sensitivity in the Orientation module of new employees at Central Office.	PAP: Development of standard orientation module incorporating gender sensitivity for TESDA employees	Develop a policy to incorporate gender sensitivity in the orientation module as part of basic competencies of employees.	<p>Policy to incorporate gender sensitivity in the orientation module as part of basic competencies of employees developed and issued. - Memorandum Circular issued to incorporate gender sensitivity in the orientation module as part of basic competencies of employees</p> <p>Standard orientation module for employees with integration of gender sensitivity developed and pilot tested - One standard orientation module for employees with integration of gender sensitivity developed and pilot tested</p>	100,000.00	GAA	GFPS Technical Working Group and TWC-GAD Secretariat



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23	Low productivity, lack of access to marketing of women micro-entrepreneurs, and low compliance with safety and business regulations and standards	Lack of entrepreneurial and management capacities of women micro-entrepreneurs to produce and market high quality environmentally sustainable products	Improved entrepreneurial and management capacities of women micro-entrepreneurs to produce and market high quality environmentally sustainable products Improved capacity of government institutions and women businesses to enhance the policy and regulatory environment for WEE	PAP: Supporting Women's Economic Empowerment in the Philippines Project under the GREAT Women Project Phase 2 or WEE Project	Conduct feasibility study of setting up Common Service Facilities (CSFs) in selected TESDA Training Institutions to be used by women micro-entrepreneurs in support of WEE Project.	Feasibility Study conducted on the setting up Common Service Facilities (CSFs) in selected TESDA Training Institutions in support of WEE Project at the end- One (1) report aboutt Feasibility Study conducted on the setting up Common Service Facilities (CSFs) in selected TESDA Training Institutions in support of WEE Project	500,000.00	GAA	GAD Focal Point System Technical Working Group and TESDA Women's Center





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24	Low productivity, lack of access to marketing of women micro-entrepreneurs, and low compliance with safety and business regulations and standards	Lack of entrepreneurial and management capacities of women micro-entrepreneurs to produce and market high quality environmentally sustainable products.	Improved entrepreneurial and management capacities of women micro-entrepreneurs to produce and market high quality environmentally sustainable products Improved capacity of government institutions and women businesses to enhance the policy and regulatory environment for WEE	PAP: Supporting Women's Economic Empowerment in the Philippines Project under the GREAT Women Project Phase 2 or WEE Project	Establish Common Service Facilities (CSFs) in selected TESDA Training Institutions (TTIs) in support of WEE Project.	Number of CSFs established in selected TTIs in support of WEE Project - 3 CSFs established in selected TTIs in support of WEE Project	1,500,000.00	GAA	Selected TESDA Provincial Offices and provincial TTIs in coordination with TWC and TESDA GFPS GAD Secretariat
<b>ATTRIBUTED PROGRAM</b>									
25					Implement Language Skills Training Program in various Languages under the Training for Work Scholarship Program (TWSP) (Total Budget: Php 13,500,000.00)		6,750,000.00	GAA	National Language Skills Institute



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26					Project Management of Scholarship Programs - TWSP, PESFA and Special Training and Employment Program (STEP) in the Community (Total Budget: Php 4,000,000.00)		2,000,000.00	GAA	Project Management Office (PMO) Training for Work Scholarship Program (TWSP)
27					Training of Regional Lead Trainers on Trainers Methodology Level II (Total Budget: Php 2,000,000.00)		1,000,000.00	GAA	TWSP Project Management Office
28					TVET Trainers Skills Upgrading Program (Total Budget: Php 2,041,000.00)		1,020,500.00	GAA	NITESD
29					Impact Evaluation Study of TVET Graduates (Total Budget: Php 1,000,000.00)		500,000.00	GAA	Planning Office



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30					Development of the 4th Cycle National Technical Education and Skills Development Plan 2016-2022 (Total Budget: Php 225,000.00)		112,500.00	GAA	Planning Office
31					TESDA RO/CO Career Advocates Participation in the National Career Advocacy Congress (Total Budget: Php 170,528.00)		85,264.00	GAA	NITESD
32					Capability Building Program for Regional Lead Assessors/Panel Members (Total Budget: Php 250,000.00)		250,000.00	GAA	Certification Office
33					Calibration Program for Regional Expert Panel Members for Training Methodology Level I (TM I) (Total Budget: Php 275,000.00)		137,500.00	GAA	Certification Office



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34					2016 TESDA Workforce Training and Development Investment Plan (Total Budget: Php 6,250,000.00)		5,000,000.00	GAA	TESDA Development Institute
35					Promotion of gender equality and women empowerment through the provision of Special Training for Employment Program (STEP)		110,000,000.00	GAA	Regional Operations Staff, Office of the Deputy Director General for TESD Operations and Financial Management Services (FMS)
<b>SUB-TOTAL</b>							144,642,064.00	GAA	
<b>TOTAL GAD BUDGET</b>							144,642,064.00		

<b>Prepared By:</b>	<b>Approved By:</b>	<b>Date</b>
<b>Atty. Teodoro C. Pascua</b>	<b>Sec. Irene M. Isaac</b>	02/11/2016
<b>DDG for TESD Operations and Chair, GAD Focal Point System Executive Committee</b>	<b>Director General</b>	



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