

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2017**

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	431,558,653.94	Primary Sources	431,558,653.94	
		Other Sources	0.00	
% of GAD Allocation:	24.47%			

	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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DEPUTY DIRECTOR GENERAL
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**SECRETARY IRENE M. ISAAC
DIRECTOR GENERAL**



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1	Low skilled, low paying and oppressive overseas household service workers (HSWs)/Women economic empowerment through competency-based training in various qualifications	Lack of awareness of overseas household service workers on alternative employment opportunities with higher qualifications	To support the goal of bringing the Filipino domestic workers especially women out of low skills, 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 household service workers	Conduct on-site assessment of overseas HSWs in Hingkong, Singapore, Dubai and Qatar	Number of female and male HSWs assessed and certified in various qualifications- 300 female and male HSWs assessed 200 female and male certified in various qualifications	3,142,233.73	GAA	Certification Office (CO)
2	High exit rate in early stage of businesses owned by women store retailers and operators/GAD Mandate under Section 26; Right to Livelihood, Credit, Capital and Technology	Lack of business capital financing not available and/or not accessible lack of entrepreneurial training that is practical and experiential multiple burden and gender issues with husband and health related concerns	Enhanced performance of STAR Program Technology Transfer Partners	PAP: Implementation of TESDA-Coke STAR Program	Conduct Training of Trainers including Gender Sensitivity Training of STAR Program Technology Transfer Partners	Number of STAR Program partners trained in STAR modules and provided GST - 2 batches of Training of Trainers with 30 participants per batch	181,084.48	GAA	TESDA Women's Center and Special Projects Office



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3	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 gender 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 1	Number of TESDA trainers on the use of Gender Sensitivity Trainer's Manual developed under the GREAT Women Project 1 - 90 TESDA trainers trained on the use of Gender Sensitivity Trainer's Manual developed under the GREAT Women Project 1	1,183,500.00	GAA	GFPS Technical Working Group and TWC GAD Secretariat
4	Promotion of gender equality and women empowerment through the provision of workplace language skills training/GAD Mandate under Section 16 of MCW: Equal access and elimination of discrimination in education, scholarships and training (A.1.a; 1.c)	As mandated by the law	Gender equality promotion in training for work scholarship program	MFO: Provision of technical education and skills development (TESD) services in specific mandated programs	Implement Language Skills Training Program in Arabic, English, Japanese, Italian, Mandarin, Spanish and Italian under the Training for Work Scholarship Program (TWSP)	Number of women trained in various Language Training Programs - 550 women trained in various Language Training Programs	9,435,000.00	GAA	National Language Skills Institute

ORGANIZATION-FOCUSED ACTIVITIES



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5	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GFPS and TWG lack the necessary competencies to initiate and sustain gender mainstreaming	GFPS able to lead gender mainstreaming efforts of the organization and/or increase GMEF score of gender mainstreaming efforts from Stage 3 to Stage 4	MFO: TESD Management Policy and Services	Attend inter-agency meetings/fora, symposium, conference on GAD and WEE 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	GFPS TWG Central Office
6	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GAD Focal Point and TWG lack the necessary competencies to initiate and sustain gender mainstreaming	GFPS able to lead gender mainstreaming efforts of the organization and/or increase the GMEF score of level of gender mainstreaming from Stage 3 to Stage 4	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 Number of GFPS members attended the GFPS meetings- 12 GFPS members attended the GFPS meetings	50,000.00	GAA	GFPS TWG and TWC



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7	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GAD Focal Point and TWG lack the necessary competencies to initiate and sustain gender mainstreaming	GAD Focal Point System able to lead gender mainstreaming efforts of the organization and/or increase level of GMEF score of gender mainstreaming efforts from Stage 3 to Stage 4	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	600,000.00	GAA	GFPS TWG and Secretariat
8	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GFPS and TWG lack the necessary competencies to initiate and sustain gender mainstreaming	GAD Focal Point System able to lead gender mainstreaming efforts of the organization and/or increase level of GMEF score of gender mainstreaming efforts from Stage 3 to Stage 4	MFO: TESD Management Policy and Services	Conduct capacity development programs for TESDA employees on GST and gender mainstreaming	Number of GST and GAD related seminars organized and conducted for TESDA employees - 2 batches of 25 participants per batch 2 seminars/GST	50,000.00	GAA	GFPS TWG and TWC



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9	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming	Members of the GAD Focal Point and TWG lack the necessary competencies to initiate and sustain gender mainstreaming	GAD Focal Point System able to lead gender mainstreaming efforts of the organization and/or increase level of GMEF score of gender mainstreaming efforts from Stage 3 to Stage 4	MFO: TESD Management Policy and Services	Conduct orientation of TESDA GAD Programs to new TESDA employees	Number of TESDA employees given orientation on GAD Programs and related laws - 50 new employees given orientation on GAD Programs and related laws	11,973.00	GAA	TESDA Development Institute
10	Limited capacities of TESDA GAD focal point system to advance gender mainstreaming/GAD Mandate under Section 37.D of MCW: Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - GAD Database	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 and/or increase level of the GMEF score of gender mainstreaming efforts from Stage 3 to Stage 4	MFO: TESD Management Policy and Services	Conduct GAD Focal Point Assembly/Conference re: capacity building of regional GFPS on deepening sessions on GST, gender mainstreaming and gender analysis	Number of GFPS members and regional GAD focals upgraded knowledge and skills in gender mainstreaming and gender analysis- 60 GFPS members and regional GAD focals upgraded knowledge and skills	450,000.00	GAA	GFPS Technical Working Group and TESDA Women's Center



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11	High exit rate in early stage of businesses owned by women store retailers and operators/GAD Mandate Section 26: Right to Livelihood, Credit, Capital and Technology	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 STAR Program partners and national project management team to implement, monitor and evaluate gender responsive WEE project	PAP: Implementation of the TESDA-Coke STAR Program	Conduct monitoring and evaluation of STAR Program implementation	Number of NPMT meetings and minutes of meetings/reports prepared - 8 NPMT meetings conducted 8 minutes of meeting prepared	198,948.73	GAA	Special Projects
12	Develop and maintain a GAD database containing gender statistics and sex disaggregated data (SDD) 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	GAD mandate under Section 37.D of MCW	Repository of SDD 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 SDD on EGACE in the TESDA Monitoring Network	Number of SDD on EGACE generated by qualification, by region - 4 reports of SDD on EGACE generated	356,000.00	GAA	LMID Planning Office



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13	Develop and maintain a GAD database containing gender statistics and sex disaggregated data (SDD) 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	GAD Mandate under Section 37.D of MCW	To process and analyze SDD on number of profiles, enrolled, 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	Number of monthly reports of SDD on number of profiles, enrolled, graduates and employed by qualification, by region processed and analyzed - 12 monthly reports of SDD on number of profiles, enrolled, graduates and employed by qualification, by region processed and analyzed	212,800.00	GAA	Certification Office



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14	Develop and maintain a GAD database containing gender statistics and sex disaggregated data (SDD) 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	GAD Mandate under Section 37.D	To process and analyze SDD on number of assessed and certified TVET graduates and trainers for gender responsive program development	MFO: Technical Education Skills and Development Regulation Services	Prepare monthly reports as input to improve the gender mainstreaming efforts of the Agency's planning of PAPs	Number of monthly reports on SDD - number of assessed and certified TVET graduates and trainers by qualification, by region processed and analyzed - 12 monthly reports on SDD - number of assessed and certified TVET graduates and trainers by qualification, by region processed and analyzed	212,800.00	GAA	Certification Office



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15	Mainstreaming of Gender Sensitive Curriculum developed in Training Regulations/GAD Mandate under Section 16.A.2.a and b: Equal Access and Elimination of Discrimination in Education, Scholarships and Training	GAD Mandate under Section 16.A	GAD incorporated in Training Regulations and corresponding TVET curricula	MFO: TESD Performance Monitoring and Evaluation Services	Deployment of gender sensitive curriculum and training manual to TVIs	Number of Training Regulations (TRs) deployed to TVIs - 50 TRs deployed to TVIs	444,314.00	GAA	Qualification and Standards Office (QSO)
16	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 in Planning, Budgeting, Monitoring and Evaluation for GAD	To pursue 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 (GPB) and Accomplishment Report (AR) of Central Office within in the context of TESD.	Number of 2018 regional GPBs and 2016 ARs and 2017 GPBs and 2015 ARs reviewed and endorsed to DOLE thru GMMS on prescribed PCW deadline- 17 regional 2018 GPBs and 2016 ARs and 17 2017 GPBs and 2015 ARs reviewed and endorsed to DOLE	150,000.00	GAA	Central Office GFPS Secretariat and GFPS Technical Working Group



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17	Maintain and update TESDA GAD Profile and database in PCW's GMMS/GAD Mandate under Section 37.D of MCW: Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - GAD Database	GAD Mandate under Section 37: GAD Database	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 updated and uploaded in GMMS	TESDA GAD Profile and Gender Mainstreaming Knowledge Products updated and uploaded in GMMS - 1 GAD Profile uploaded in GMMS 2 Knowledge Products updated and uploaded in GMMS	50,000.00	GAA	GFPS TWG and Secretariat
18	Promotion of gender mainstreaming in TESD through research study, social marketing and advocacy/GAD Mandate under Section 29 of MCW	GAD Mandate under Section 29: Right to Information	Strengthen existing GAD structure, system and mechanism to facilitate and sustain gender mainstreaming of the Agency	MFO: TESD Management Policy and Services	Organize GAD activities in celebration of Women's Month and Campaign to End VAW	Number of TESDA employees participated in activities in support of Women's Month and Celebration of 18-day campaign to End VAW - 40 TESDA employees participated in activities in support of Women's Month and Celebration of 18-day campaign to End VAW 300 trainees	500,000.00	GAA	GFPS TWG and Secretariat



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19	Promotion of gender mainstreaming in TESD through research study, social marketing and advocacy/GAD Mandate under Section 29 of MCW	GAD Mandate under Section 29: Right to Information	To utilize multi-media in the dissemination of information of GAD activities and programs	MFO: TESD Management Policy and Services	Upload in TESDA website gender statistics information about TVET and news articles about TESDA's GAD and WEE programs, activities and projects.	Number of TVET statistics and news articles uploaded every quarter in the TESDA website - 4 news articles uploaded in the TESDA website	30,000.00	GAA	LMID Planning Office, Public Information Office and TWC
20	Development of Gender Analysis Tool (Harmonized Gender and Development Guidelines for TVET)/GAD Mandate under Section 37.4.c	As mandated by Section 37.4.c: Mainstreaming Gender Perspective in National and Local Plans	To ensure that the Agency's annual operations plan and budget are gender responsive	PAP: TESD Management Policy and Services	Develop Gender Analysis Tool- Harmonized GAD Guidelines for TVET	TVET GAD Policy and Framework and Harmonized GAD Guidelines developed - 1 TVET GAD Policy and Framework 1 Harmonized GAD Guidelines for TVET	250,000.00	GAA	GFPS TWG and Secretariat
ATTRIBUTED PROGRAM									
21					Implement Language Skills Training Program in various Languages under the Training for Work Scholarship Program (TWSP)		10,834,500.00	GAA	National Language Skills Institute



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22					Capability Building Program of Regional Lead Assessors in various Qualifications		250,000.00	GAA	Certification Office
23					TVET Trainers Skills Upgrading Program		1,020,500.00	GAA	NITESD
24					Impact Evaluation Study of TVET Graduates		500,000.00	GAA	Planning Office
25					2017 TESDA Workforce Training and Development Investment Plan		5,000,000.00	GAA	TESDA Development Institute
26					Project Management of Scholarship Programs - TWSP, PESFA, Special Training for Employment Program (STEP)		2,000,000.00	GAA	Project Management Office (PMO)
27					Implementation of the TESDA Bottoms-Up Budgeting Projects		385,695,000.00	GAA	Office of the Director General for TESD Operations
28					Capability Building Program of Regional Expert Panel Members for Training Methodology I Assessment		1,000,000.00	GAA	Certification Office



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29					Upgrading of ICT Facilities and Infrastructure Project (Replacement/Upgrading of IP-PBX System)		3,600,000.00	GAA	LMID - Planning Office
30					Development of TESDA Mission Critical Information Systems and Administrative Systems		2,500,000.00	GAA	LMID - Planning Office
31					Development of Online Learning Materials for the TESDA Online Program (TOP) - Courseware Development of Additional Online Programs		1,600,000.00	GAA	E-TESDA Project Management Unit
SUB-TOTAL							431,558,653.94	GAA	
TOTAL GAD BUDGET							431,558,653.94		

Prepared By:	Approved By:	Date
ATTY. TEODORO C. PASCUA	SECRETARY IRENE M. ISAAC	05/12/2016
Deputy Director General for TESD Operations	Director General	

