

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2018**

Organization: TESDA-MIMAROPA

Province/TTI: SSVTC

Total GAA of Organization: MOOE + PS = 57,500.00 + 11,693,305.78 = 11,750,805.78

Total GAD Budget : 11,750,805.78

% of GAD Allocation: 5%

Gender Issue/GAD Mandate	Cause of Gender Issue	GAD Result Statement	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators / Targets	Actual Result (Output / Outcomes)	GAD Budget	Source of budget	Responsible Unit/Office
1	2	3	4	5	6	7	8	9	10
CLIENT-FOCUSED ACTIVITIES									
Limited number of women participating in non-traditional qualification/courses	Uneven awareness of women in non-traditional qualifications	Increased participation of women in non-traditional qualifications	MFO: Technical Education and Skills Development Services	Conduct skills training programs for women on non-traditional qualifications	Number of women enrollees/graduates in non-traditional qualifications - <u>40</u> women enrollees/graduates in	83 women enrolled/graduated in non-traditional qualifications	376,647.64		
Limited number of women participating in non-traditional qualification/courses	Uneven awareness of women in non-traditional qualifications	Increased participation of women in non-traditional qualifications	MFO: Technical Education and Skills Development Services	Conduct career guidance on non-traditional qualifications for high school women students	Number of high school women students informed on non-traditional qualifications - <u>50</u> high school women students informed on non-traditional qualifications	150 high school women students informed on non-traditional qualifications	114,212.69		
Limited number of kasambahay women participating in skills training	Insufficient efforts in promoting skills training to Kasambahay women	Increased awareness of kasambahay women on accessing TESDA's skills training programs	MFO: Technical Education and Skills Development Services	Conduct skills training for kasambahay women	Number of kasambahay women trained - <u>2</u> kasambahay women trained	3 Kasambahay women trained	4,076.46		

Limited number of Women with disabilities participating in skills training	Insufficient efforts in promoting skills training to women with disabilities	Increased awareness of women with disabilities on accessing TESDA's skills training programs	MFO: Technical Education and Skills Development Services	Conduct skills training for women with disabilities e.g. hearing impaired, visually impaired, orthopedically impaired, mute, etc.	Number of women with disabilities trained - <u>5</u> women with disabilities trained	14 women with disabilities trained	11,939.66		
Limited number of Indigenous People (IP) Women participating in skills training	Insufficient efforts in promoting skills training to Indigenous People (IP) women	Increased awareness of Indigenous People (IP) women on accessing TESDA's skills training programs	MFO: Technical Education and Skills Development Services	Conduct skills training for indigenous people (IP) women	Number of indigenous people (IP) women trained - <u>5</u> indigenous people (IP) women	18 indigenous people (IP) women trained	289,762.75		
Limited awareness on gender sensitivity	Insufficient efforts in promoting gender sensitivity	To ensure gender fair TVET	MFO: Technical Education and Skills Development Services	Conduct skills training programs using the gender sensitive curriculum in basic competencies	Number of enrollees and graduates with gender sensitive curriculum in basic competencies - <u>100</u> male and female enrollees and <u>50</u> male and <u>50</u> female graduates with gender sensitive curriculum in basic competencies	61 male and 122 female enrolled and 59 male and 116 female graduated with gender sensitive curriculum in basic competencies	45,796.56		
Low number of women in the community with acquired skills	Insufficient efforts in promoting skills training in the community	To ensure gender fair TVET	MFO: Technical Education and Skills Development Services	Conduct community based training programs (CBTP) to increase women enrollees	Number of women enrollees/graduates in CBTP - <u>20</u> women enrollees/graduates in CBTP	66 women enrolled/graduated in CBTP	61,824.30		
					Number of male and female enrollees/graduates trained - <u>20</u> male enrollees and <u>20</u> female enrollees and <u>20</u> male graduates and <u>20</u> female graduates trained	1,451 male and 1,541 female enrolled and trained. 1,483 male and 1,508 female graduated CBTP	121,459.28		

Limited number of women enrolling in Institution-Based Training programs	Insufficient efforts in promoting skills training in Institution-Based Training Programs	To ensure gender fair TVET	MFO: Technical Education and Skills Development Services	Monitor women enrollees in the Institution-Based Training Programs (IBTP)	Number of women enrollees/graduates in IBTP - <u>50</u> women enrollees/graduates in IBTP	150 women enrolled/graduated in IBTP	99,047.59		
					Number of male and female enrollees/graduates trained - <u>50</u> male enrollees and <u>50</u> female enrollees and <u>50</u> male graduates and <u>50</u> females graduates trained	325 male and 338 female enrolled and trained and 233 male and 260 female graduated in IBTP	479,687.90		
Limited number of partners in implementing the GAD Programs, Activities and Projects (PAPs)	Insufficient efforts on promoting GAD PAPs	To ensure strategic implementation of GAD PAPs	MFO: Technical Education and Skills Development Services	Forge partnership with agencies/ LGUs/Institutions towards strategic implementation of GAD PAPs	Number of partnership forged with agencies/LGUs/Institutions towards strategic implementation of GAD PAPs - <u>2</u> partnership forged	3 partnership forged	134,582.26		
Low number of skilled women with employment	Insufficient efforts on providing assistance to women graduates	To ensure employment opportunities of women	MFO: Technical Education and Skills Development Services	Assist women in employment opportunities thru the DTS/KaSH employment scheme	Number of women provided with employment opportunities - <u>20</u> women provided with employment opportunities	40 women provided with employment opportunities	32,336.26		

Low number of skilled women with employment	Insufficient efforts on providing assistance to women graduates	To ensure employment opportunities of women	MFO: Technical Education and Skills Development Services	Conduct employment facilitation activities for women graduates	Number of women assisted / referred for employment - <u>20</u> women assisted / referred for employment	50 women assisted/referred for employment	32,336.26		
Low number of certified women	Insufficient efforts in the promotion of mandatory assessment and certification of TVET graduates	To ensure employability of women in self and wage employment	MFO: Technical Education and Skills Development Regulation Services	Conduct assessment and certification to women graduates	Number of women graduates in various qualifications assessed and certified - <u>50</u> women graduates in various qualifications assessed and certified	180 women graduated in various qualifications assessed and certified	48,763.13		
					Number of men graduates in various qualifications assessed and certified - <u>50</u> men graduates in various qualifications assessed and certified	187 men graduated in various qualifications and assessed and certified	48,763.13		
Low number of accredited women as trainers/assessors in TVET	Insufficient efforts in the promotion of accreditation of trainers/assessors in TVET	To ensure accreditation of women trainers/assessors in TVET	MFO: Technical Education and Skills Development Regulation Services	Accredit women as trainers/assessors in TVET	Number of women accredited as trainers/assessors in TVET - <u>1</u> women accredited as trainers/assessors in TVET	4 women accredited as trainers/ assessors in TVET	2,000.00		

					Number of men accredited as trainers/assessors in TVET - <u>1</u> men accredited as trainers/assessors in TVET	2 men accredited as trainees/assessors in TVET	1,000.00		
Client women lack awareness on GAD	Client women do not have awareness on GAD due to insufficient awareness raising activities on GAD issues and concerns	To ensure awareness of women on GAD	MFO: Technical Education and Skills Development Services	Conduct GAD advocacy programs to clients	Number of GAD advocacy programs/orientations conducted - <u>1</u> GAD advocacy programs conducted	2 GAD advocacy programs conducted	1,000.00		
ORGANIZATION-FOCUSED ACTIVITIES									
Lack of awareness on gender sensitivity	Lack of knowledge on gender sensitivity	To utilize various forms of advocacy materials in the dissemination of information and in promotion and advocacy of GAD Programs, Activities and Projects (PAPs)	MFO: Technical Education and Skills Development Policy Services	Posting/Display of GAD-related tarpaulins	Number of tarpaulins posted/displayed - <u>1</u> tarpaulins posted/displayed	2 tarpaulins posted/displayed	1,250.00		
Low appreciation on gender sensitivity	Insufficient awareness on gender sensitivity	To utilize various forms of advocacy materials in the dissemination of information and in promotion and advocacy of GAD Programs, Activities and Projects (PAPs)	MFO: Technical Education and Skills Development Policy Services	Maintain GAD Section in the agency's website	Number of GAD section in the agency's website maintained - <u>1</u> GAD corner/bulletin boards maintained	1 GAD corner/bulletin board maintained	1,500.00		

Low appreciation on gender sensitivity	Insufficient awareness on gender sensitivity	To utilize various forms of advocacy materials in the dissemination of information and in promotion and advocacy of GAD Programs, Activities and Projects (PAPs)	MFO: Technical Education and Skills Development Policy Services	Prepare and/or distribute / disseminate GAD advocacy materials	Number of GAD advocacy materials prepared/disseminated - <u>1</u> GAD advocacy materials prepared/disseminated	5 different advocacy materials prepared/disseminated	1,650.00		
					Number of flyers distributed - <u>100</u> flyers distributed	150 flyers distributed	1,300.00		10,560.00
Low appreciation on gender sensitivity	Insufficient awareness on gender sensitivity	To conduct various forms of advocacy activities in promotion and advocacy GAD Programs, Activities and Projects (PAPs)	MFO: Technical Education and Skills Development Policy Services	Organize activities in celebration of Women's Month	Number of activities organized - <u>1</u> activity organized	1 activity organized	1,500.00		
Low appreciation on gender sensitivity/ mainstreaming	Insufficient awareness on gender sensitivity/ mainstreaming	To strengthen capacity of TESDA trainers for gender mainstreaming	MFO: Technical Education and Skills Development Policy Services	Conduct benchmarking for trainers at TWC	Number of women and men trainers participated - <u>2</u> women and <u>2</u> men trainers participated				
Low income of women employees	Insufficient efforts to assist women employees in employment opportunities	To increase financial capacities of women employees	MFO: Technical Education and Skills Development Policy Services	Conduct livelihood training programs for women employees	Number of women employees trained on different livelihood programs - <u>10</u> women employees trained on different livelihood programs	12 women employees trained on different livelihood programs	29,230.44		

<p>MCW Sec. 37.A.1 Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - Planning, Budgeting, Monitoring and Evaluation for GAD</p>	<p>As mandated by law</p>	<p>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</p>	<p>MFO: Technical Education and Skills Development Policy Services</p>	<p>Formulate annual GAD Plans, Programs and Budget within the context of TESD</p>	<p>Number of consolidated GAD Plan and Budget and GAD Accomplishment Report prepared - 1 consolidated GAD Plan and Budget and GAD Accomplishment Report prepared from 10 GAD Plan and Budget and GAD Accomplishment Report prepared by POs/TTIs - <u>1</u> GAD Plan and Budget and GAD Accomplishment Report prepared by POs/TTIs</p>	<p>1 consolidated GAD Plan and Budget and GAD Accomplishment Report</p>	<p>5,600.35</p>		
<p>Limited information on sex-disaggregated data</p>	<p>Low level of appreciation and awareness on the importance of and use of sex-disaggregated data</p>	<p>To make available sex disaggregated data (enrollment, graduates, assessed, certified, employed) to be subjected to gender analysis and planning, programming and policy formulation</p>	<p>MFO: Technical Education and Skills Development Policy Services</p>	<p>Maintain sex disaggregated data in the TESDA Monitoring Network (MoNet)</p>	<p>Number of gender-based database maintained in the MoNet System-<u>1</u> gender-based database maintained in the MoNet System</p>	<p>1 gender-based database maintained in the MoNet System</p>	<p>7,000.00 (per month)</p>		
<p>Limited information on sex-disaggregated data</p>	<p>Low level of appreciation and awareness on the importance of and use of sex-disaggregated data</p>	<p>To make available sex disaggregated data (enrollment, graduates, assessed, certified, employed) to be subjected to gender analysis</p>	<p>MFO: Technical Education and Skills Development Policy Services</p>	<p>Prepare sex-disaggregated data (SDD) analysis</p>	<p>Number of programs/qualification s with SDD analysis - <u>1</u> programs/qualification s with SDD analysis (state qualification/program)</p>				

Limited appreciation and prioritization by top management of the importance of GAD	Low participation in GAD PPAs	To increase appreciation and prioritization on GAD PPAs	MFO: Technical Education and Skills Development Policy Services	Issuance and implementation of GAD responsive policies	Number of GAD responsive policies issued/implemented - <u>1</u> responsive policies issued/implemented	1 policy implemented			
Limited services to address the gender issues and concerns of clients	Insufficient awareness on the need for the provision of services to address the gender issues and concerns of clients	To increase awareness on the need for the provision of services to address the gender issues and concerns of clients	MFO: Technical Education and Skills Development Policy Services	Establishment of Committee on Decorum (CODI)	Number of CODI established - <u>1</u> CODI established	1 CODI Established			
Low awareness of employees on GAD issues and concerns	Low awareness of employees on GAD issues and concerns due to insufficient awareness raising activities on GAD	To increase awareness on GAD issues and concerns	MFO: Technical Education and Skills Development Policy Services	Attend meetings/seminars/conferences	Number of meetings/seminars/conferences attended - <u>1</u> meetings/seminars/conferences attended				
Limited capacities of TESDA GAD Focal Network and staff to gender mainstreaming	TESDA GAD Focal Network and staff lack the necessary competencies/skills to initiate and sustain gender mainstreaming	To strengthen capacity of TESDA GAD Focal Network and staff	MFO: Technical Education and Skills Development Policy Services	Conduct capacity building on gender related programs	Number of male and female staff trained - <u>2</u> female and <u>2</u> male staff trained				

ATTRIBUTED PROGRAMS

				Private Education Student Financial Assistance (PESFA)					
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				Training for Work Scholarship Program (TWSP)					
				Special Training for Employment Program (STEP)					
TOTAL GAD BUDGET									

Prepared by:

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