

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT
FY 2019**

Organization: TESDA-MIMAROPA

Province/TTI: SSVTC

Total GAA of Organization: MOOE + PS = 12,508,259.16 + 58,700.00 = 12,566,959.16

Total GAD Budget : 12,566,959.16

% 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 non-traditional qualifications	108 women enrolled/graduated in non-traditional qualifications	606,061.60		
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	122 high school women students informed on non-traditional qualifications	30,459.07		

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	0 Kasambahay women trained			
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	6 women with disabilities trained	40,383.05		
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	20 indigenous people (IP) women trained	75,664.40		
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	41 male and 84 female enrolled and graduated with gender sensitive curriculum in basic competencies	538,328.12		

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	87 women enrolled/graduated in CBTP	150,169.05		
					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	41 male and 132 female enrolled and trained 41 male and 132 female graduated CBTP	347,225.35		
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	61 women enrolled/graduated in IBTP	140,401.75		
					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> female graduates trained	41 male enrollees/ and 132 female enrollees graduated and trained	347,225.35		
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				

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	63 women provided with employment opportunities	15,164.70		
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	63 women assisted/referred for employment	15,164.70		
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	130 women graduated in various qualifications assessed and certified	87,060.75		
					Number of men graduates in various qualifications assessed and certified - <u>50</u> men graduates in various qualifications assessed and certified	130 men graduated in various qualifications and assessed and certified	87,060.75		
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	3 women accredited as trainers/ assessors in TVET	6,000.00		

					Number of men accredited as trainers/assessors in TVET - <u>1</u> men accredited as trainers/assessors in TVET	2 men accredited as trainers/assessors in TVET	4,000.00		
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	44,875.00		
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	4 tarpaulins posted/displayed	5,000.00		

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	2 different advocacy materials prepared/disseminated	29,575.00		

					Number of flyers distributed - <u>100</u> flyers distributed	150 flyers distributed	15,000.00		
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	6 activity organized	63,875.00		
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		
MCW Sec. 37.A.1 Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women - Planning, Budgeting, Monitoring and Evaluation for GAD	As mandated by law	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: Technical Education and Skills Development Policy Services	Formulate annual GAD Plans, Programs and Budget within the context of TESD	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 Reports prepared by POs/TTIs	1 consolidated GAD Plan and Budget and GAD Accomplishment Report	5,600.35		

					Number of 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	1 GAD Plans and GAD Accomplishment Reports prepared	10,987.06		
Limited information on sex-disaggregated data	Low level of appreciation and awareness on the importance of and use of sex-disaggregated data	To make available sex disaggregated data (enrollment, graduates, assessed, certified, employed) to be subjected to gender analysis and planning, programming and policy formulation	MFO: Technical Education and Skills Development Policy Services	Maintain sex disaggregated data in the TESDA Monitoring Network (MoNet)	Number of gender-based database maintained in the MoNet System- <u>1</u> gender-based database maintained in the MoNet System	1 gender-based database maintained in the MoNet System	7,000.00 (per month)		
Limited information on sex-disaggregated data	Low level of appreciation and awareness on the importance of and use of sex-disaggregated data	To make available sex disaggregated data (enrollment, graduates, assessed, certified, employed) to be subjected to gender analysis and planning, programming and policy formulation	MFO: Technical Education and Skills Development Policy Services	Prepare sex-disaggregated data (SDD) analysis	Number of programs/qualification s with SDD analysis - <u>1</u> programs/qualification s with SDD analysis (state qualification/program)				

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)					
				Training for Work Scholarship Program (TWSP)					
				Special Training for Employment Program (STEP)					
TOTAL GAD BUDGET							2,696,011.49		

Prepared by:



CIELA B. MAGNAYE
GAD Focal

Approved by:



ISRAFEL L. MANGUI
Acting VSA