

# *GREAT Women Project*



## *Infusing Gender & Entrepreneurship in Tech-Voc Education*

*Results of the Partnership  
Between the Philippine Commission on Women  
and the Technical Education and Skills  
Development Authority-Women's Center*



Philippine  
Commission  
on Women

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# Infusing Gender & Entrepreneurship in Tech-Voc Education

## Results of Partnership between PCW and TESDA-WC

### *Abstract*



This case study shares the results of GREAT Women Project interventions in the Technical Education and Skills Development Authority (TESDA), specifically its Women's Center (WC). Through the project, TESDA-WC ensured the mainstreaming of gender and entrepreneurship in their technical-vocational education and training (TVET) curriculum and materials and built a core of trainers to train others in the use of these materials. TESDA likewise mainstreamed gender in its organization through institutionalizing sex-disaggregation of data and the application of their project learnings in other projects of the agency.

### *TESDA and its Gender-Sensitive TVET Curriculum and Trainings*

The Technical Education and Skills Development Authority (TESDA) is an attached government agency under the Department of Labor and Employment (DOLE). TESDA is tasked to provide direction on the technical-vocational education and training (TVET) system of the country. In April 1998, TESDA established its National Vocational Training and Development Center for Women later known as the TESDA Women's Center.

Until today, the center provides market-oriented, technology-based education and training for women. Given its mandate, TESDA, through its Women's Center (TESDA-WC), was chosen as one of the training and resource agency project partners alongside the Occupational Safety and Health Center (OSHC), Department of Science and Technology (DOST), Technology Resource Center (TRC) and the University of the Philippines' Institute for Small Scale Industries (UP-ISSI). This cluster of agencies provides training services, technology and technical assistance, facilities for credit and social protection to organizations and microentrepreneur groups in the local partner sites.

In 2007, the Philippine Commission on Women (PCW) entered into partnership with TESDA to implement the GREAT Women Project. TESDA then worked on the sub-project, "Economic Empowerment of Women Through An Enhanced Technology-Based Training Program," which integrated gender and entrepreneurship in its technology-based training modules. This was intended to increase productivity and economic opportunities.

The sub-project has two phases: 1) Review and enhancement of the TVET curriculum by including gender sensitivity and entrepreneurship concepts, and 2) Conduct of a trainers' training on the use of enhanced TVET curriculum and training materials, and latter sought to provide skills development and technology-based business incubation for women at the local level.

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TESDA participated in several capacity development interventions under the GREAT Women Project such as Gender Sensitivity Training (GST) cum Gender Analysis Workshop, Training of Technical Advisers on Gender Analysis (TOTAGA), Results-based Management Training, and seminars given to the GAD Focal Point Assembly. With these interventions, the TESDA-WC reviewed and enhanced the TVET curriculum to integrate gender and entrepreneurship perspectives at the basic competency levels. TESDA's GAD Focal Point System Executive Committee and its Technical Working Group received technical inputs on gender analysis and GAD planning and budgeting, which enabled the Agency to improve its WEE score card rating to Level 3 (Best) score.

A rigorous analyses and a series of consultation sessions with experts were conducted in the process of reviewing and enhancing the curriculum. Gender perspectives were finally included in units of Basic Competencies, National Certificate Levels I and II in all sectors, where work values are learned at the onset of education and training. Basic competencies are needed for any type of job or industry; such competencies include communication, teamwork, problem-solving, planning and health, safety and sustainable development. Gender and development principles are infused in these basic competencies and work values.

TESDA-WC then developed three GST Modules for the TVET Program. These GST modules contained fundamental gender and entrepreneurship concepts and principles as well as occupational safety and health issues concerning women. It included learning activities that would develop skills in analyzing gender issues in the workplace, developing gender and work values, and raising consciousness regarding gender and rights-based approach to sexual and reproductive health. Evaluation tools as well as Facilitators' Guides on (1) Observing GST in the Workplace, (2) Demonstrating Gender and Work Values, and (3) Practicing Occupational Health and Safety Procedures were likewise developed.

In the second phase of project implementation, TESDA-WC trained TVET Program Trainers and GAD Focal Point members on the use of the gender-sensitive curriculum and training materials. Re-entry plans were developed by the trainers to integrate the enhanced curriculum into their skills training programs while the GAD Focal Point is expected to monitor the implementation of the re-entry plans.

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In July 2012, TESDA issued a circular on the roll-out of the GST Curriculum and Gender Sensitive Trainer's Manual to all TESDA Training Institutions, both public and private. TESDA, along with DOST, are the only national agency partners that cascaded its gender trainings to its regional offices. With the circular, all TVET institutions are required to adopt these standard gender-sensitive curriculum and materials. The circular was signed and approved TESDA Director General (DG).

TESDA improved its annual 2012 and 2013 GAD Plans and Budgets with the inclusion of capacity building for GAD Focal Points on gender analysis and the roll-out trainings on the use of gender-sensitive TVET curriculum and training materials. . Consequently, WEE was adopted as a regular agency programs cited in the 2012 GAD Plan and agency accomplishment reports. With the implementation of the GAD Plan, TESDA became widely credited and visible for rendered WME services at both regional and provincial levels.<sup>1</sup>

More importantly, women's economic empowerment was adopted as a regular program of the agency as reflected in its GAD Plan and Accomplishment Reports. The agency reported increase in GAD budget allocation from Php121 million in 2011 to Php137.6 million in 2012; in 2013, the agency allocated a 94.18 % share of its budget to pursuing gender and women's economic empowerment.

TESDA-WC reorganized its GAD Focal Point System, which was dormant for some time, while its Project Focal Team was able to negotiate for resources to support their gender and women's economic empowerment initiatives through the agency GAD Plans and Budgets. WEE champions in the persons of TESDA officers Maria Clara Ignacio, Rosalinda Talavera and Glenda Galabin.

TESDA-WC institutionalized sex-disaggregation of data on enrolled, graduates, assessed, certified and employed students, which represent the Agency's program indicators for WEE.

TESDA is currently working with other national agency partners like DOST, DTI, DOLE in Region 5 to support the Metro Naga Development Council (MNDC) in building capacities on gender analysis and GAD planning and budgeting.

Building from its project learnings, TESDA-WC conducted its gender sensitive curriculum and training manual in the target areas of the Millennium Development Goal-Youth, Employment and Migration (MDG-YEM) Project. MDG-YEM Project aimed to explore alternatives to migration and create an enabling environment for youth to

*How the GREAT Women Project Influenced TESDA-WC's gender mainstreaming efforts*

<sup>1</sup> TESDA-WC along with DOST are the only two GREAT Women NGA partners that have cascaded GAD-WEE to regions and attached bureaus. TESDA ranks among partner agencies like DTI, DOST, DENR that provide LGUs specialized technical assistance on local economic development-related themes (including tech-voc and entrepreneurship).

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be more productive and competitive. Its project areas are Masbate, Agusan del Sur, Maguindanao and Antique. TESDA-WC received US\$ 89,083 to roll out the gender-sensitive modules and training materials in MDG-YEM project sites.

TESDA-WC also applied the Harmonized GAD Guidelines (HGG) tool in its Coca-Cola Project, "National Convergence Program in Empowering Women Retailers" for home-based women-led enterprises. Since 2012, the project started training 10,000 women nationwide on business management, marketing, financial management, among others.

In 2012, TESDA-WC became one of seven partner NGAs that reached Level 3 or Best Score in the GREAT Women WEE scorecard. Level 3/Best Score indicates that TESDA has (a) a WEE policy/ program being implemented at the regional/ provincial offices, (b) core

### **Lessons Learned**

**On capacity development for WEE.** GREAT Women Project capacity development interventions made both TESDA and TESDA-WC more conscious in preparing GAD Plans and accomplishment reports, and are now more focused in mainstreaming gender in regular programs and projects. Capacitated staff feel more empowered in GAD mainstreaming and integrating WEE concerns in TESDA's programs and activities. Capacity development on WEE could be further cascaded to other offices of TESDA.

**On development of training modules.** Development of gender-responsive training curriculum and modules have been viewed as a positive shift to change mindsets and attitudes on women's participation in education, training and the labor force. The process of reorienting the TVET curriculum, posed to be challenging, because integration of GAD in the curriculum was intended to lead to the application of gender-sensitive principles in the workplace.

Eventually, the TWC integrated the gender component into the basic competencies of the TESD curriculum through a rigorous process of analyses and consultation sessions with experts. The Agency surpassed the original intention of developing a learning guide, and instead developed teacher-trainer friendly modules on gender sensitivity and entrepreneurship.

TESDA commended PCW's flexible scheduling of their subproject implementation, which allowed them to develop a gender sensitive curriculum with GREAT Women Project while doing their regular work at TESDA-WC. TESDA-WC recently cited their realization that "gender-sensitive education is a powerful tool that can lead to the creation of a learning environment that is fair and sustainable for both men and women."

**On adoption of gender analysis processes and institutionalization of tools.** Commitment of agency management allowed for fast approval of policies especially in institutionalizing use of tools and conduct of gender analysis processes. Early development, quality crafting and institutionalization of TESDA-WC modules enabled these modules to be the benchmark for agencies creating their own WEE modules.

**On GAD planning and budgeting.** The Agency considers the GAD plan and budget to be the Agency commitment to GAD and WEE. With it, sustainability of commitment is assured even with organizational changes. Capacitated staff agree that success in advocating GAD and WEE cannot be rushed, but GAD-WEE interventions should be continuously undertaken if the agency were to demonstrate the importance of gender-responsiveness.

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staff/ officers who can coach and train on GAD-WEE at the subnational levels, (c) a WEE budget line item in the overall agency budget, (d) and at least one institutionalized WEE program that is regularly monitored, and evaluated by GAD champions within agency.

## About The Project

The Gender Responsive Economic Actions for the Transformation of Women (GREAT Women) Project is a governance and capacity development project that aims to promote and support a gender-responsive enabling environment for women's economic empowerment, particularly those in microenterprises.

The Philippine Commission on Women (PCW), the national machinery for the advancement of women in the Philippines, is the lead executing agency for the Project.

The Commission forged partnership with key national government agencies involved in micro-, small- and medium-scale enterprise (MSME) development and select local government units to create a gender-responsive enabling environment for women's economic empowerment. This project receives technical and financial support from the Canadian International Development Agency (CIDA).

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