

Terminal Evaluation

Asia

1. Outline of the Project

Country:

The Philippines

Project title:

Mainstreaming Gender and Development (GAD) in Technical Vocational Education and Training (TVET)

Issue/Sector:

Vocational Training

Cooperation scheme:

Third-Country Training Program

Division in charge:

First Southeast Asia Division, Regional Department I (Southeast Asia)

Total cost:

20 million yen

Period of Cooperation

Fiscal Year 1999 - 2003

Partner Country's Implementing Organization:

Technical Education and Skills Development Authority (TESDA) Women's Center

Supporting Organization in Japan:**Related Cooperation:**

Dispatch of Expert

Grant Aid; "Establishment of the Technical Education and Skills Development Authority (TESDA) Women's Center"

1-1 Background of the Project

Economic crisis in Asia adversely affected the ASEAN countries, their economic conditions worsened, unemployment rate rose, poverty problems became more serious. Women and children are affected severely by the situation. To cope with these situations, the government of the Philippines announced its major policies for stable economic growth, increased job opportunities and poverty reduction. Enhancement of the technical vocational training was set as one of the measures to accomplish these policies. However, there was gender inequality in technical vocational training, and it was recognized that introducing Gender and Development (GAD) perspective was necessary at all the stages of training policy, curriculum, plan, implementation, monitoring and evaluation. Under these circumstances, the government of Japan implemented a cooperation program for the Establishment of the Technical Education and Skills Development Authority (TESDA) Women's Center (the Center) in 1998 under Grant Aid to support the economic empowerment of Philippines' women. Since its opening, the government of Japan has cooperated with the Center in such activities as skills training, surveys and researches, and advocacy activities through the dispatch of experts.

The government of the Philippines requested the government of Japan for the support of the Third-country Training Program with the aim of acquiring techniques and knowledge through sharing experiences among participant countries including the Philippines and introducing GAD perspective in regional technical vocational training.

1-2 Project Overview

To solve the gender problems in ASEAN countries including the Philippines, the project implemented the training on vocational education.

(1) Overall Goal

The GAD perspectives are mainstreamed in TVET in the ASEAN member countries.

(2) Project Purpose

Skills and knowledge are acquired, shared and learned from each other's experiences in the field of TVET planning, delivery, monitoring and evaluation.

(3) Outputs

At the end of the course, the participants are expected to be able to acquire the following:

- 1) GAD concepts and principles are defined and discussed.
- 2) The impact of GAD perspectives in the technical and socio-economic changes in the TVET systems is analyzed.
- 3) Strategic approaches in mainstreaming GAD perspectives in the TVET programs are identified.
- 4) New models, best practices and distinctive areas of competence in the mainstreaming of GAD in TVET are identified.
- 5) Indicators and methods for monitoring and evaluating gender responsive programs in the TVET systems are applied.
- 6) Country specific action plans to highlight the importance of gender responsive TVET systems to their respective policy makers and TVET administrators are prepared.
- 7) Possible areas of regional collaboration for future projects are identified.
- 8) Networking / link aging among participants promoted.

(4) Inputs

Japanese side:

Experts

Local Cost 20 million yen (Only for training)

Philippines' Side:

Counterparts

Local Cost 15% of Total Training Cost

(5) Participant Countries

Philippine, Indonesia, Malaysia, Thailand, Cambodia, Laos, Vietnam, Myanmar and East Timor.

2. Evaluation Team

Members of Evaluation Team JICA Philippine Office
(Consigned to the Local Consultant: The International Technology Management Corporation (INTEM))

Period of Evaluation 1 February 2003 - 31 March 2003
Type of Evaluation: Terminal Evaluation

3. Results of Evaluation

3-1 Summary of Evaluation Results

(1) Relevance

There was high relevancy as a whole. According to the survey results, all the participant countries put the GAD as one of the major subjects in development policy. According to the questionnaire survey, 100% of the respondents mentioned that the contents of the project were relevant to the organizations they worked for. However, more than 20% of the respondents indicated it was difficult for them to utilize the effects of the training at their current position, and the applicability of the project was low.

(2) Effectiveness

There was high effectiveness as a whole. Sixty-two (62) participants have completed the training from FYs 1999 to 2002, and based on the questionnaire survey, more than 60%, except FY2000 (70% or more in FYs 2002 and 2003) of the respondents indicated that they learned the effects as expected. According to the answers to the questionnaire survey from ex-participants, 90% or more respondents mentioned that they mostly accomplished the project purpose. Meanwhile, some indicated that, because of the lack of their English ability, they could not accomplish the training to the level they had expected. On this survey, based on the interviews of the participants, some answered that they had problems with their English ability, and that it could be concluded that some of the participants did not have good command of English, which interfered with the accomplishment of the project purpose.

(3) Efficiency

The efficiency of the training was high. According to the answers to the questionnaire survey from participants at the termination of the project for the past four years, 80% or more respondents mentioned that the coverage of subjects and level of training were appropriate. Based on the questionnaire survey, it became clear that input of lecturers, textbooks and other materials were mostly relevant and sufficient because 100% of the respondents were satisfied with them.

(4) Impact

There were some positive impacts observed. Based on the questionnaire survey, 80% or more respondents indicated that they had chances to apply the effects of the project after returning to their respective home countries, and 90% or more mentioned that they were supported by their supervisors and colleagues. According to the interviews of the ex-participants, they could introduce GAD perspective to the development plan (in Cambodia), and they could contribute to the preparation of a development plan for women (in Thailand). In the meantime, relatively large numbers of participants changed their positions because the administrative scheme changed in Thailand, and it might be difficult for those who have transferred to a different department to make a deeply rooted positive impact from the project.

(5) Sustainability

The Project had sustainability generally, though there remained some uncertainty in its financial conditions. Based on the questionnaire survey, 40% or more respondents were transferred to another section after the training. However, 70% or more were in related positions and would be able to continue the works related to GAD. In the meantime, according to the interviews of the participants, the lack of budget related to the GAD at the organizations they worked for hampered the sustainability of the Project. The sustainable networking among implementing organization and participants has been promoted, but it would be difficult to continue similar training without the financial support from other aid organizations.

3-2 Factors that promoted realization of effects

(1) Factors Concerning the Planning

N/A.

(2) Factors concerning the Implementation Process

- 1) The Japanese experts continuously dispatched to the Center supported the project at planning and implementing stages timely.
- 2) The course was managed accurately and successfully, making the most of its function as the only ASEAN women specified national center implementing vocational training/research/irradiation activities.

3-3 Factors that impeded realization of effects

(1) Factors Concerning the Planning

N/A

(2) Factors concerning the Implementation Process

English was used in the training, but some of the participants had difficulties in communicating in English.

3-4 Conclusion

The project purpose could be accomplished, though it is necessary to connect the effects of the project to the realization of gender consideration in vocational education and training in ASEAN countries. To realize positive impact, it is desirable to build a system for monitoring and follow-up.

3-5 Recommendations

To assure the realization of positive impact, it is recommended to establish a system of continuous monitoring, information exchange, and follow-ups for the participants. The methods for assuring sustainability with relatively low cost should be considered such as organizing a web site, issuing news letters and exchanging information via E-mail. JICA should consider the possibility of supporting those system developments.

3-6 Lessons Learned

It is necessary to consider the participants' standardization of language ability or individual support of the participants with insufficient language abilities.

3-7 Follow-up Situation

A plan is underway to integrate the program in to the Project-type Technical Cooperation which has started in FY 2003.