

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2021**

<b>Sequence No.:</b> 2021-011240				
<b>Organization:</b> Philippine Institute of Traditional and Alternative Health Care			<b>Organization Category:</b> National Government, GOCC with Budgetary Support	
<b>Organization Hierarchy:</b> Department of Health, Philippine Institute of Traditional and Alternative Health Care				
<b>Total Budget/GAA of Organization:</b>	144,493,000.00			
<b>Total GAD Budget</b>	27,677,999.87	<b>Primary Sources</b>	27,677,999.87	
		<b>Other Sources</b>	0.00	
<b>% of GAD Allocation:</b>	19.16%			

	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
<b>CLIENT-FOCUSED ACTIVITIES</b>									
1	Traditional and Alternative Health Care (TAHC) Centers service providers were not oriented on GAD related laws, information and requirements leading to limited number of TAHC Centers providing gender-sensitive traditional and complementary services./Limited number of TAHC Centers providing gender-sensitive TAHC services.	Gender-sensitive Traditional and Alternative Health Care services to patients/clients are not assured with the new established TAHC Center.	Oriented service providers on the new established Traditional and Alternative Health Care Centers on gender sensitivity	MFO: Social Advocacy and Training Division	A. Integrate gender dimension in all online/virtual T&CM training modules by incorporating GAD laws, information and requirements to T&CM training modules2. Ensure thecontinued use of gender sensitive training modules by incorporating in the training evaluation the % level of awareness on GAD dimension of the stakeholders3. No. of %stakeholders availing the services of established gender sensitive TAHC Centers providing Gender sensitive services	1. Training modules of the use of service providers reviewed to ensure gender sensitivity. - 1. Training modules of the use of service providers reviewed to ensure gender sensitivity.  2. Training evaluation tool on GAD developed. - 2. Training evaluation tool on GAD developed.	Budget for Establishment of TAHC Center 1,150,000.00	GAA	Social Advocacy and Training Division  Herbal Processing Plants (HPPs)



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2	Weak articulation of gender dimensions to the research agenda, particularly on T&CM; researches for the benefit of women and children./There are limited researches on T&CM; that benefit women and children.	There was lack of appreciation and awareness on GAD at the time of research agenda formulation.	Gender dimensions are integrated into the Research Agenda and future researches implemented benefit women and children.	MFO: Research and Development Division	1. Review and Formulation of R&D Agenda 2. Hold online seminar series (3 days) on GAD dimensions in T&CM research.	Revised Research Agenda (which is gender responsive) - Revised Research Agenda (which is gender responsive)  One (1) seminar conducted - One (1) seminar conducted	Meals 12,000.00 Honorarium 19,200.00 Consultancy Services 50,000.00	GAA GAA GAA	Research and Development Division
3	Not all existing guidelines and standards were reviewed on gender sensitivity and on the use of gender-fair language/The new standards, guidelines, and codes of ethical practice for traditional and complementary medicine were subjected to gender fair language test/Formulate gender sensitive standards, guidelines, and codes of ethical practice appropriate for the practice of traditional and complementary medicine for approval and adoption by the appropriate government agencies.	There are ten (10) existing standards, guidelines and codes of ethical practice for traditional and complementary medicine, however only eight (8) were reviewed and found to have observed gender fair language guidelines.	All standards, guidelines, and codes of ethical practice of traditional and complementary medicine observed gender fair language guidelines.	MFO: Standards and Accreditation Division	1. Review the remaining two (2) standards, guidelines (Traditional Chinese Medicine and Osteopathy), and codes of ethical practice appropriate for the practice of traditional and complementary medicine 2. Publication of approved Implementing Guidelines in the Official Gazette.	Develop gender sensitive standards, guidelines and code of ethical practice for the two (2) modalities namely, Traditional Chinese Medicine (TCM) and Osteopathy. Once the two (2) modalities standards, guidelines and ethical practice was developed and subjected to gender fair language, it will be published to an official gazette for information dissemination. - Develop gender sensitive standards, guidelines and code of ethical practice for the two (2) modalities namely, Traditional Chinese Medicine (TCM) and Osteopathy. Once the two (2) modalities standards, guidelines and ethical practice was developed and subjected to gender fair language, it will be published to an official gazette for information dissemination.	100,000.00	GAA	Standards and Accreditation Division  Herbal Processing Plants (HPPs)
4	Maintaining the gender balance representation of the certified TAHC practitioners./Maintaining the gender balance representation of the certified TAHC practitioners.	For the past thirteen (13) years a total of 1,410 Traditional and Complementary Medicine practitioners were certified by PITAHC, out of 1,410, (69% or 970) are male and (31% or 440) are female.	Improved gender representation of male and female certified practitioners.	MFO: Standards and Accreditation Division	Development of policies/memorandum circular to maintain the gender balance representation of certified practitioner of T&CM modalities.	4% increase in female practitioners application (male/female) gender quota achieved - 4% increase in female practitioners application (male/female) gender quota achieved  5 LGU Orientations conducted - 5 LGU Orientations conducted  TAHC Coordinators Consultation Meeting and Workshop - One (1) TAHC Coordinators Consultation Meeting and Workshop conducted	615,000.00	GAA	Standards and Accreditation Division  Herbal Processing Plants (HPPs)



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5	Lack of GAD policy in the selection of participants for programs/ activities/projects/In 2020, 157 participants were invited to two (2) R & D activities. 70% were women and 30% were men./Ensured gender equity in the selection of participants to R&D activities.	In 2020, 157 participants were invited to two (2) Research and Development activities. 70% were women and 30% were men.	GAD policy/guidelines on the selection of participants developed.	MFO: Research and Development/HR	1. GAD guideline/policydevelopment for theselection and mechanisms ofmonitoring of participants forprograms/activities/projects 2.2-day policy workshop forthe development ofGAD-oriented R&D policies3.Procurement of GADReferences.	PITAHC Memorandum approved - One (1) PITAHC Memorandum approved  Research and Development policy approved - One(1) Research and Development policy approved  Purchase Order - One (1) Purchase Order	14,000.00	GAA	Research and Development Division
6	Lack of GAD responsive plans to advocate TAHC practitioners' opportunities for registration of practice, training, and integration into the health care system/Limited data on the availability of TAHC providers/practitioners for policy development to effectively register TAHC practitioners and enable appropriate research, training, and integration of TAHC into the health care system.	Limited data on the availability of TAHC providers/practitioners for policy development to effectively register TAHC practitioners and enable appropriate research, training, and integration of TAHC into the health care system.	A cloud-based information on TAHC providers/practitioners is made accessible and available to public and used as a tool for planning, policy development, research, and training	MFO: Research and Development Division	1. Data ascribed to the implementation of Research and Development project" Profiling of Traditional and Alternative Health Care Practitioners in the Philippines:" (Phase 1)	Cloud-based data on the TAHC practitioners in various provinces - Cloud-based data on the TAHC practitioners in various provinces  At least one (1) monitoring activity conducted - At least one (1) monitoring activity conducted	Implementation of Profiling of TAHC Practitioners in the Phils. 23,991,524.60  Project Monitoring 15,000.00	GAA GAA	Research and Development Division
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
7	Inconsistent use of gender concepts by the GAD Focal Point System to efficiently deliver, manage, monitor and evaluate GAD-related programs, projects and activities/Deepening of GAD Knowledge	Some of PITAHC personnel were able to access GAD related support services however, majority are not aware of the availability of said services.	Consistently provided GAD-related support services to all personnel.	MFO: Administrative Division-Human Resource  MFO: Herbal Processing Plants (HPPs)	Conduct awareness campaign and Celebratory activities (e.g. Women's Month, Violence Against Women and Children)	100% planned GAD activities conducted by the end of December 2021 - 100% planned GAD activities conducted by the end of December 2021	3,000.00	GAA	Administrative Division-Human Resource  Herbal Processing Plants (HPPs)



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8	Inconsistent use of gender concepts by the GAD Focal Point System to efficiently deliver, manage, monitor and evaluate GAD-related programs, projects and activities/Inadequate technical knowledge and competency of the GAD Focal Point System to efficiently deliver, manage, monitor, and evaluate GAD-related programs, projects, and activities./Strengthening of GFPS	The institution started to commit in increasing the technical knowledge of the GFPS, however, this commitment needs to be consistent as some of the identified GFPS members are no longer connected to the agency. Technical training for the GFPS were scarce due to the reduction of training funds brought about by the covid19 pandemic and increased workload of individual GFPS. There is no developed matrix to measure the GFPS' technical competency to deliver, manage, monitor, and evaluate GAD initiatives.	Strengthened technical knowledge and competency of the GAD Focal Point System through adequate provision of technical training, coaching & mentoring, and regular conduct of meetings.	MFO: Administrative Division MFO: GFPS	1. Update/reformulate the office order establishing the GFPS identifying key offices with primary and alternative representatives, delineating deliverables, roles, and financial and otherreportorial requirements	Updated/Reformulated PITAHC Order on GFPS issued by the end of December 2021. - Updated/Reformulated PITAHC Order on GFPS issued by the end of December 2021.	N/A 0.00	GAA	Administrative Division GFPS



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9	Inconsistent application, utilization, and implementation of gender analysis & mainstreaming tools, and Gender-Responsive Planning & Budgeting/Gender Analysis, Mainstreaming and Planning; SEC. 36. Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women shall adopt gender mainstreaming as a strategy to promote women's human rights and eliminate gender discrimination in their systems, structures, policies, programs, processes, and procedures which shall include, but not limited to, the following: application, utilization, and implementation of gender analysis & mainstreaming tools, and Gender-Responsive Planning & Budgeting/Gender Analysis, Mainstreaming and Planning; SEC. 36. Gender Mainstreaming as a Strategy for Implementing the Magna Carta of Women shall adopt gender mainstreaming as a strategy to promote women's human rights and eliminate gender discrimination in their systems, structures, policies, programs, processes, and procedures which shall include, but not limited to, the following: application, utilization, and implementation of gender analysis & mainstreaming tools, and Gender-Responsive Planning & Budgeting/Gender Analysis, Mainstreaming and Planning/Inconsistent application, utilization, and implementation of gender analysis & mainstreaming tools, and Gender-Responsive Planning & Budgeting/Gender Analysis, Mainstreaming and Planning	PITAHC's CY 2020 was only 4% of the COB, below the minimum requirement of five percent (5%) of the approved COB.	Applied, utilized, and implemented consistently all gender analysis & mainstreaming tools, and Gender-Responsive Plans & Budget attributed to GAD is increased	MFO: Administrative Division MFO: GFPS MFO: All MFOs MFO: Management Services Division MFO: Herbal Processing Plants (HPPs)	1. Development of GAD Operations Manual .	1. Terms of Reference (TOR) for the Hiring of Consultant prepared and approved by June 2021. - 1. Terms of Reference (TOR) for the Hiring of Consultant prepared and approved by June 2021.  2. Operations Manual of PITAHC developed by the end of December 2021. - 2. Operations Manual of PITAHC developed by the end of December 2021.	Consultancy Services 250,000.00	GAA	Administrative Division GFPS All MFOs Management Services Division Herbal Processing Plants (HPPs)



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10	Absence of dedicated and functional support to the technical operations relevant to the implementation of the institution's GAD Plan and Budget/Enabling Mechanisms/Absence of dedicated and functional support to the technical operations relevant to the implementation of the institution's GAD Plan and Budget/Enabling Mechanisms	The institution has no dedicated and functional support to the technical operations. The current supplies and other logistical support used by GFPS are sourced out from other units or divisions.	Presence of dedicated and functional support to the technical operations relevant to the implementation of the institution's GAD Plan and Budget	MFO: Administrative Division-Human Resource	1. Hiring of staff dedicated to GAD will be done by FY 2022 2. Designation/assignment of GAD dedicated staff for FY 2021.	Hiring of staff that will do purely GAD-related tasks is not feasible for this year 2021. That is why we are designating employees from different divisions in PITAHC to be GAD dedicated staff from different divisions in PITAHC. And those considered point person of each division have allotted at least once a week to perform GAD-related activities. - Hiring of staff that will do purely GAD-related tasks is not feasible for this year 2021. That is why we are designating employees from different divisions in PITAHC to be GAD dedicated staff from different divisions in PITAHC. And those considered point person of each division have allotted at least once a week to perform GAD-related activities.  Hiring of staff dedicated to GAD will be done by FY 2022 - Hiring of staff dedicated to GAD will be done by FY 2022  PITAHC Order on the Designation/Assignment of GAD dedicated staff issued by 2021 - PITAHC Order on the Designation/Assignment of GAD dedicated staff issued by 2021	Salary of dedicated/assigned staff for GAD-related activities 1,426,275.27	GAA	Human Resource-Administrative Division
11	Low level of comprehensive knowledge on Gender and Development concepts, policies, and services among personnel/Deepening of GAD Knowledge	The institution has provided key personnel training on GAD concepts, policies, and services, however, some have been separated from the service and others are newly hired. There is a need to further enhance their knowledge on GAD.	Enhanced level of comprehensive knowledge on Gender and Development concepts, policies, and services among personnel	MFO: Administrative Division-Human Resource  MFO: All MFOs  MFO: GFPS  MFO: Herbal Processing Plants (HPPs)	Organize competency-based training for GFPS members on GAD concepts, requirements and information	100% planned GAD trainings/activities conducted by the end of December 2021 - 100% planned GAD trainings/activities conducted by the end of December 2021	Included in the budget for the Technical and competency-based trainings for GFPS 0.00	GAA	Administrative Division - Human Resource  Herbal Processing Plants (HPPs)



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12	Low level of comprehensive knowledge on Gender and Development concepts, policies, and services among personnel/Deepening of GAD Knowledge	The institution has provided key personnel training on GAD concepts, policies, and services, however, some have been separated from the service and others are newly hired. There is a need to further enhance their knowledge on GAD.	Enhanced level of comprehensive knowledge on Gender and Development concepts, policies, and services among personnel.	MFO: Administrative Division-Human Resource MFO: GFPS MFO: All MFOs MFO: Herbal Processing Plants (HPPs)	Formulate policies on GAD related support services for personnel.	Policies on GAD-related support services developed by the end of December 2021 - Policies on GAD-related support services developed by the end of December 2021	Included in the budget for Consultancy Services for Development of Operations Manual 0.00	GAA	Administrative Division - Human Resource GFPS All MFOs Herbal Processing Plants (HPPs)
13	Inconsistent provision and access to GAD-related support services mandated to be provided to personnel/Deepening of GAD Knowledge	Some of PITAHC personnel were able to access GAD related support services however, majority are not aware of the availability of said services.	Consistently provided GAD-related support services to all personnel.	MFO: Administrative Division-Human Resource	Analyze the following:a. Awareness survey on GAD related services done in FY 2020b. Initial survey results on GAD awareness and related services, and GAD appreciation	Survey results prepared and analyzed by the end of December 2021 - Survey results prepared and analyzed by the end of December 2021	Included in the budget for Consultancy Services for Development of Operations Manual 0.00	GAA	Administrative Division - Human Resource GFPS
14	Inconsistent provision and access to GAD-related support services mandated to be provided to personnel/Deepening of GAD Knowledge	Some of PITAHC personnel were able to access GAD related support services however, majority are not aware of the availability if said services	Consistently provided GAD-related support services to all personnel	MFO: Administrative Division-Human Resource	Disseminate policies to all PITAHC personnel	100% of policies/guidelines on GAD disseminated to PITAHC employees upon approval - 100% of policies/guidelines on GAD disseminated to PITAHC employees upon approval	N/A 0.00	GAA	Administrative Division-Human Resource Herbal Processing Plants (HPPs)
15	Inconsistent use of gender concepts by the GAD Focal Point System to efficiently deliver, manage, monitor and evaluate GAD-related programs, projects and activities/Inadequate technical knowledge and competency of the GAD Focal Point System to efficiently deliver, manage, monitor, and evaluate GAD-related programs, projects, and activities./Strengthening of GFPS	The institution started to commit in increasing the technical knowledge of the GFPS, however, this commitment needs to be consistent as some of the identified GFPS members are no longer connected to the agency. Technical training for the GFPS were scarce due to the reduction of training funds brought about by the covid19 pandemic and increased workload of individual GFPS. There is no developed matrix to measure the GFPS' technical competency to deliver, manage, monitor, and evaluate GAD initiatives	Strengthened technical knowledge and competency of the GAD Focal Point System through adequate provision of technical training, coaching & mentoring, and regular conduct of meetings.	MFO: Administrative Division MFO: GFPS MFO: Herbal Processing Plants (HPPs)	1. Organize regular technical & competency-based training for GFPS members in the Central and Regional Offices following the result of the training need assessment.	100% planned GAD trainings/activities conducted by the end of December 2021 - 100% planned GAD trainings/activities conducted by the end of December 2021	Meals. This includes budget for all GAD related trainings 32,000.00	GAA	Administrative Division GFPS All MFOs Herbal Processing Plants (HPPs)
<b>SUB-TOTAL</b>							27,677,999.87	GAA	
<b>TOTAL GAD BUDGET</b>							27,677,999.87		



Prepared By:	Approved By:	Date
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**THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS**

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