

**ANNUAL GENDER AND DEVELOPMENT (GAD) ACCOMPLISHMENT REPORT  
FY 2023**

<b>Reference:</b> Endorsed GPB #2023-014855		<b>Date Endorsed:</b> Feb 22, 2023	
<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>	156,205,000.00		
<b>Actual GAD Expenditure</b>	7,850,407.68	<b>Original Budget</b>	10,160,069.00
		<b>% Utilization of Budget</b>	77.27
<b>% of GAD Expenditure:</b>	5.03%		

Gender Issue /GAD Mandate	Cause of Gender Issue	GAD Result Statement /GAD Objective	Relevant Organization MFO/PAP or PPA	GAD Activity	Performance Indicators /Targets	Actual Result (Outputs/Outcomes)	Total Agency Approved Budget	Actual Cost /Expenditure	Responsible Unit/Office	Variance/ Remarks	
1	2	3	4	5	6	7	8	9	11	12	
<b>CLIENT-FOCUSED ACTIVITIES</b>											
1	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.	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	Hold hybrid seminar/s on GAD dimensions in T&CM research	At least 1 seminar conducted- R and D Grants-in-Aid guideline revised to include GAD responsiveness in the criteria for evaluation of proposals on GAD	Online seminar was conducted last December 7, 2023 during the PITAHC Research Dissemination Forum 2023 (via Zoom)	Honorarium 12,800.00 GAA  Accommodation 3,000.00 GAA  Airfare 8,000.00 GAA  Meals 0.00 GAA	0.00 GAA  0.00 GAA  0.00 GAA  3,665.00 GAA	Research and Development Division	Done. The 5th Research Dissemination Forum was intended to be conducted face to face. However, the management decided to reschedule the activity, to which the speaker was not available physically. Hence, the event was held online, resulting to non-use of budgets allotted for accommodation and airfare of the speaker.

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2	Gender is not mainstreamed in the promotion of Traditional and Complementary Medicine activities and events/Gender is not mainstreamed in the promotion of Traditional & Complementary Medicine activities and events	Gender concept in the traditional and complementary medicine activities & events are not mainstreamed: 1. Hospital Congress 2. TAHC congress 3. Seal of Excellence4. TAHC Coordinators Meeting	Integrate gender concept in the activities/events on T and CM	MFO: Social Advocacy and Training	Integrated gender-concept in T&CM activities and events:1. Hospital Congress 2. TAHC Congress 3. Seal of excellence 4. TAHC Coordinators Meeting topics to be discussed during the events & activities undergo review by the head of the division before its presentation	1. Number of activities & events conducted with gender sensitive topics/subject being discussed by the invited speakers.- 2. Topics/subjects discussed by the speakers are reviewed to be gender sensitive before its presentation	conducted the following activities: Hospital Congress on September 6-7, 2023 TAHC Coordinators Meeting on April 5, 2023, July 5, 2023, October 20-21, 2023 TAHC Congress on November 14-15, 2023	Hospital Congress 1,000,000.00 GAA  TAHC Coordinators Meeting 315,000.00 GAA  TAHC Month Celebration 2,500,000.00 GAA	1,002,913.00 GAA  295,947.00 GAA  1,701,460.23 GAA	Social Advocacy and Training Division	Done. Variance in the amount in the conduct of the activities is due to the cost of lease of venue which includes food, venue and accommodation, which is more beneficial to the institution.The activities of the Social Advocacy and Training Division such as Hospital Congress, TAHC Coordinators Meeting and TAHC Month Celebration was conducted and implemented. Participants for the said activities were practitioners, DOH-Hospital personnel, DOH-Center for Health Development personnel and allied health professionals. Attendance of the said personnel was encouraged regardless of their gender, affiliation and profession and during the open forum, participants are given their time and opportunity to express their opinion or point of view.

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3	Unequal opportunities in the selection of invitees to participate in Social Trainings and Advocacy activities/Unequal opportunities in the selection of invitees to participate in Social Trainings and Advocacy activities	There are lesser male and LGBTQ participants to the Community-based trainings conducted by the Social Advocacy & Training Division	Ensure gender equality on the selection of participants to attend the Social Advocacy and Trainings Activities.	MFO:Social Advocacy and Training	1. Identify participants in the community and encourage male participants to attend the Community-Based Trainings and Activities conducted by PITAHC	%of male and female to the total number of attendance. - No. of Community based activities conducted/Planned	Total number of Community-Based Training Conducted (195)/Total Target (150): 130% Total number of males attended the training: 802 (18%) Total number of females attended the training: 3,555 (82%)	Community-based trainings conducted 600,000.00 GAA	643,542.47 GAA	Social Advocacy and Training Division  HPPs	Done. The variance in the amount was brought about that some of the Community-based trainings conducted was funded by the requesting community/LGU.Ensure for the continuous advocacy on the attendance of the male and female participants on the conducted community based training for their awareness and its application on their day-to-day activity on the Traditional and Complementary Medicine In FY 2022: 934 male participants have attended the community-based training. In FY 2023 802 male participants have attended the community-based training. There's a decrease in the number of male participants for 2023. In 2023 more female participants attended the community-based trainings, since it was conducted in the barangays and community where mostly mothers are present, most of the males or father are working during the time the activity was conducted. Continuous advocacy will be implemented by the Division to the increase the number of male participants on the succeeding CBT activities.

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4	Disproportionate gender representation of stakeholders in TAHC Practitioner's Orientation on PITAHC Standards and Accreditation./Male, Female and LGBTQ members (participants to LGU orientations) are given equal opportunities in the selection/invitation to attend/participate in the TAHC Practitioners' Orientations./Disproportionate gender representation of stakeholders in LGU Orientation on PITAHC Standards and Accreditation.	For the last five (5) years, 35% of male and 65% of female attended the LGU Orientation on PITAHC Standards and Accreditation.	Balanced gender representation of stakeholders in LGU Orientation on PITAHC Standards and Accreditation.	MFO: Standards and Accreditation	1. Identification of invited stakeholders and Coordinate in the implementation of LGU Orientation on PITAHC Standards and Accreditation with 3-5% increase in male attendance.2. Conduct LGU Orientation on PITAHC Standards and Accreditation with gender dimension.	No. of LGU Orientation conducted/ Planned - % of male and female to the total number of attendance	Five (5) LGU Orientations conducted:54 males or 54.54%45 females or 45.45%Total number of attendees: 99 participantsThere was an increase of 9% with the female attendees.	5,000.00 GAA 195,000.00 GAA	420,656.54 GAA 0.00 GAA	Standards and Accreditation Division HPPs	Done. Number of participants in the LGU Orientation cannot be attributed to the low number of practitioners since the attendees come from the Business Processing and Licensing Units (BPLO) and Medical Health Officers (MHOs) of the LGUs.Variance in the cost id due to the conduct of online orientations in 3 identified locations.
5	Lack of gender dimension in the Development of Campaign materials for the "Development of a Campaign to Increase the Public Health Literacy on Traditional and Alternative Health Care"/Lack of gender dimension in the Development of Campaign materials for the "Development of a Campaign to Increase the Public Health Literacy on Traditional and Alternative Health Care"	Development of Campaign materials for the "Development of a Campaign to Increase the Public's Health Literacy on Traditional and Alternative Health Care"	1. Ensured that the campaign materials for the Development of a campaign to increase the Public's Health Literacy on Traditional and Alternative Health Care" were subjected to gender fair language test 2. Ensured that that the campaign materials for the Development of a campaign to increase the Public's Health Literacy on Traditional and Alternative Health Care" for implementation or use are gender sensitive/neutral	MFO: Social Advocacy and Training	1. Review texts, words, phrases and sentences in the campaign materials for its development to increase the Public's Health Literacy on Traditional and Alternative Health Care", and ensure gender dimension on all campaign materials developed.	Number of campaign materials with gender dimension reviewed. At least three (3) campaign materials reviewed before implementation & dissemination	Not done	Carry-over budget FY 2022 0.00 GAA	0.00 GAA	Social Advocacy and Training Division	Not Done. The purpose of the campaign materials is for the awareness of the stakeholders for the amendment of the TAMA Law, but the amendment was not passed during the 19th congress hearings, thus campaign materials was not developed.

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6	Low number of male practitioners of T&CM; modalities. Gender representation in the field of Traditional and Complementary Medicine is not balanced. In 2022, 106 (41%) male practitioners applied for certification, while 155 females (59%) applied for certification/Encourage more male T & CM; practitioners to apply for PITAHC certification to ensure gender balance	Possible gender stereotyping/bias in the practice of T & CM.	Ensured gender balance in the representation of males and females	MFO: Standards and Accreditation	Continue to promote certification of T and CM practitioners through LGU Orientation	2% increase in male practitioner certification from 41% to 43%	Total attendees: 99Female54 (54.54%)Male45 (45.45%)9% increase in female attendees  Five (5) LGU Orientation conducted onfor the year (online and face to face):1. March 28, 2023 Camarines Sur (online), Male11, Female102. June 1, 2023: Davao del Norte (face-to-face): Male15, Female153. July 19, 2023: Misamis Occidental/Oriental/Bukidnon (face-to-face), Male10, Female174. December 20, 2023: Bataan (online): Male8, Female105. December 21, 2023: Batangas (online): Male1, Female2	Certification 100,000.00 GAA  LGU Orientation 620,000.00 GAA  Meals and Honoraria 0.00 GAA	0.00 GAA  0.00 GAA  117,400.80 GAA	Standards and Accreditation Division	Done. Number of participants in the LGU Orientation cannot be attributed to the low number of practitioners since the attendees come from the Business Processing and Licensing Units (BPLO) and Medical Health Officer (MHO) of the LGUs.Variance in the cost is due to the conduct of online orientations in 3 identified locations
7	Not all existing guidelines and standards were reviewed on gender sensitivity and on the use of gender-fair language. Formulate gender sensitive standards, guidelines and codes of ethical practice appropriate for the practice of T&CM; for approval and adoption by the appropriate government agencies/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.	Not all existing guidelines and standards were reviewed on gender sensitivity and on the use of gender-fair language. New guidelines, standards and code of ethical practice need to be reviewed on the use of gender fair language/gender sensitivity	Ensure that new traditional and complementary medicine competency standards and guidelines developed and approved are gender-sensitive through the use of gender-fair language. Ensure that existing guidelines and standards are subjected to review and amendment in order to incorporate gender sensitivity and the use of gender-fair language.	MFO: Standard and Accreditation	1. Develop and review two (2) new standards, guidelines and codes of ethical practice on T&CM2. Subject the two (2) new guidelines, standards and codes of ethical practice to gender fair language/gender sensitivity test.	Anthroposopic Art Therapy Guidelines and Hilot developed and subjected to gender fair language and gender sensitivity test.  Reviewed guidelines published in the Official Gazette	Review of Acupuncture guidelines is on-going and is subjected to gender fair language and gender sensitivity test  Initial review on the guidelines on Hilot was conducted and inputs were provided on the revision matrix awaiting the National Certification Committee members for further comments	Honoraria and Publication 30,000.00 GAA  Honoraria and meal expenses 0.00 GAA	0.00 GAA  38,627.00 GAA	Standard and Accreditation Division	Done. The review of the Hilot guidelines will be moved to FY 2024 while the review of the guidelines on Acupuncture will continue.Variance in the cost was the under utilization of the budget for publication as the review for the revision of the Acupuncture Guidelines is still ongoing. Further, there were limited Committee meetings held focusing on the revisions due to the number of applications and tedious deliberation

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8	Unequal opportunities in the selection of invitees to participate in the Basic and Advance Acupuncture Training/Unequal opportunities in the selection of invitees to participate in the Basic and Advance Acupuncture Training	There are lesser male and LGBTQ participants to the Basic and Advance Acupuncture Training	Ensure gender equality on the selection of participants to attend the Social Advocacy and Trainings Activities.	MFO:Social Advocacy and Training	1. Identify participant in DOH-CHDs and DOH Retained Hospitals and encourage male participants to attend the Basic and Advance Acupuncture conducted by PITAHC	% of male and female to the total number of attendance.- No. of Basic and Advance Acupuncture Training conducted/planned	There were a total of 414 participants for the acupuncture trainings 154 (37%) were males and 260 (63%) females Twelve (12) Basic Acupuncture Training and Seven (7) Advance Acupuncture Training for a total of 19 Acupuncture trainings conducted	Basic and Advance Acupuncture Training conducted 400,000.00 GAA	375,504.94 GAA	Social Advocacy and Training Division  HPPs	Done. The variance in the amount was due that some of the activities was funded by the requesting agency. In FY 2022: 40 male participants had attended the Acupuncture training, there's an increase in the number of male participants from FY 2022 to 2023, the increase in the number of male participants was due to continuous information dissemination thru social media to target participants, and early dissemination of invitation to the participants which comprise of doctors and allied health professionals of the DOH retained hospitals, Provincial Health officer and Regional Health Units, thus the increase.
9	Promotional materials, publications, and communications of R&D projects, activities, and programs (PAPs) are not gender sensitive/Promotional materials, publications, and communications of R&D projects, activities, and programs (PAPs) are not gender sensitive. Ensured that R&D PAPs IEC materials are gender sensitive	There is no internal guideline to check the gender sensitivity of promotional materials, publications, and communications of Research and Development projects, activities, and programs (PAPs)	Ensure gender sensitivity of promotional materials, publications, and communications for Research and Development PAPs and internal guidelines (division level) are in place for monitoring purposes	MFO: Research and Development Services	1. Create internal guideline (division level) for checking gender sensitivity to all R&D promotional materials and communications:2. Implement guideline3. Review all IEC materials for R&D PAPs for gender sensitivity/use of gender-fair language	Internal guidelines developed  Gender sensitive promotional materials, publications, and communications are gender sensitive for Research and Development activities such as but not limited to Research Dissemination Forum, Book Launching, and Technology Transfer.	None  Two (2) Research projects implemented:1. Development, printing, and publication of A listings of Medicinal Plants or Covid-19 for Community use2. Conduct of 5th Research Dissemination Forum via Zoom	Development printing and Publication of "A Listing of Medicinal plants for COVID-19 for community use" 940,000.00 GAA  Launching of PITAHC publications 300,000.00 GAA  5th Research Dissemination Forum 450,000.00 GAA	190,500.00 GAA  0.00 GAA  71,100.24 GAA	Research and Development Division	Done. The launching of PITAHC publications and the 5th Research Dissemination Forum were intended to be conducted face to face in one event. However, the management decided to reschedule the activity, to which the speakers were not available physically. Hence, both events were held online, resulting to non-use of budgets allotted for the lease of venue.

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<b>ORGANIZATION-FOCUSED ACTIVITIES</b>											
10	As mandated in Section 36 (b) of the RA 9710, all departments and other government instrumentalities shall establish or strengthen their GFPS to catalyze and accelerate gender mainstreaming within the agency/As mandated in Section 36 (b) of the RA 9710, all departments and other government instrumentalities shall establish or strengthen their GFPS to catalyze and accelerate gender mainstreaming within the agency.	PITAHC has no dedicated and functional support to the technical operations. The current supplies and other logistical support 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: Human Resource - Administrative	Continuous monitoring and implementation of GAD-related programs	Continuous monitoring and implementation of GAD-related programs through designation/ assignment of nineteen (19) GAD dedicated staff (including alternate representative)	Budget attributed from salary of GAD dedicated/assigned staff	Budget Attributed from Salary of GAD Dedicated/Assigned Staff: 1,808,773.64 GAA	1,973,682.00 GAA	Human Resource - Administrative Division	Done.
11	As mandated in Section 36 (b) of the RA 9710, all departments and other government instrumentalities shall establish or strengthen their GFPS to catalyze and accelerate gender mainstreaming within the agency/As mandated in Section 36 (b) of the RA 9710, all departments and other government instrumentalities shall establish or strengthen their GFPS to catalyze and accelerate gender mainstreaming within the agency.	PITAHC commits to strengthen the competencies of the GFPS, however, this commitment needs to be consistent and continuous because some members of the GFPS TWG including the alternate representatives are either newly hired or newly-designated.	Consistent and continuous provision of capacity building activities among GFPS members	MFO: Administrative Division MFO: GFPS	Establishment of the GFPS and identifying of the key officers with primary and alternative representatives, roles, financial and other reportorial requirements	Updated/reformulated PITAHC Order GFPS issued by the end of December 2023	Updated PITAHC Order on the reconstitution of the PITAHC GFPS approved: PITAHC Order No.2023-228 dated June 23, 2023	Budget Attributed from Salary of assigned personnel responsible for the updating of PITAHC Order for Establishment of the GFPS: 52,282.36 GAA	57,871.00 GAA	Administrative Division-Human Resource GFPS	Done.

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12	As mandated in Section 36 (b) of the RA 9710, all departments and other government instrumentalities shall establish or strengthen their GFPS to catalyze and accelerate gender mainstreaming within the agency/As mandated in Section 36 (b) of the RA 9710, all departments and other government instrumentalities shall establish or strengthen their GFPS to catalyze and accelerate gender mainstreaming within the agency.	PITAHC has no dedicated and functional support to the technical operations. The current supplies and other logistical support 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: GFPS	Conduct of regular quarterly coordinating meetings to discuss the progress of the implementation of the GAD PAPs and to identify if there are emerging/re-emerging issues, constraints or threats that will impede its timely implementation	Quarterly meetings of GFPS conducted by end of December 2023	1/1 GFPS-TWG meeting conducted by the end of December 2023. Monitoring of GAD activities were included during the planning/budgeting conferences, and performance implementation reviews which were conducted on a quarterly basis	Meals 13,200.00 GAA Mid year 0.00 GAA Year-end Program Implementation Review 0.00 GAA Budget Planning 0.00 GAA Salary of assigned personnel 0.00 GAA	0.00 GAA 29,143.57 GAA 39,418.00 GAA 20,632.63 GAA 368,164.36 GAA	GFPS	Done.
13	As mandated in Section 36 (b) of the RA 9710, the Institute shall strengthen their GFPS to catalyze and accelerate gender mainstreaming within the agency. This includes conduct of capacity building activities for the GFPS members of PITAHC/As mandated in Section 36 (b) of the RA 9710, the Institute shall strengthen their GFPS to catalyze and accelerate gender mainstreaming within the agency. This includes conduct of capacity building activities for the GFPS members of PITAHC.	PITAHC commits to strengthen the competencies of the GFPS, however, this commitment needs to be consistent and continuous because some members of the GFPS TWG including the alternate representatives are either newly hired or newly-designated.	Consistent and continuous provision of capacity building activities among GFPS members	MFO: Administrative Division MFO: GFPS MFO: HPPs	Conduct of GAD-related learning and development initiatives (LDIs)	100% planned GAD-related trainings/seminars conducted by the end of December 2023 - Number of employees (by sex) attended the training	3/3 GAD-related trainings/seminars conducted Total number of participants: Total male participants: 139 (58%) Total female participants: 100 (42%)	Registration Fees/Meals and Honorarium of Speaker/s: 98,400.00 GAA	76,265.20 GAA	Administrative Division GFPS HPPs	Done. GAD-related trainings/seminars conducted: 1. Basic GAD Orientation 2. Training entitled Towards a Gender-based violence Free PITAHC: Understanding the Legal Imperatives on Gender-based violence. 3. Training entitled Republic Act No. 8353 or Anti-Rape Law of 1997 and Republic Act No. 10354 or Responsible Parenthood and Reproductive Health Act.

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14	As mandated in Section 36 (b) of the RA 9710, the Institute shall strengthen their GFPS to catalyze and accelerate gender mainstreaming within the agency. This includes conduct of capacity building activities for the GFPS members of PITAHC/As mandated in Section 36 (b) of the RA 9710, the Institute shall strengthen their GFPS to catalyze and accelerate gender mainstreaming within the agency. This includes conduct of capacity building activities for the GFPS members of PITAHC.	PITAHC commits to strengthen the competencies of the GFPS, however, this commitment needs to be consistent and continuous because some members of the GFPS TWG including the alternate representatives are either newly hired or newly-designated.	Consistent and continuous provision of capacity building activities among GFPS members	MFO: Administrative Division MFO: GFPS MFO:HPPs	Organize competency-based training for GFPS members on GAD concepts, requirements and information	100% planned GAD-related trainings/seminars conducted by the end of December 2023 - % of male and female to the total number of attendance	3/3 GAD-related trainings/seminars/conducted Total number of participants attended: 239 Total males attended: 139 (58%) Total females attended: 100 (42%)	Budget Attributed from Salary of assigned personnel responsible for organizing GAD-related trainings/activities: 284,736.64 GAA	325,831.86 GAA	Administrative Division GFPS HPPs	Partially Done. GAD training conducted: 1. Basic GAD Orientation 2. Training entitled Towards a Gender-based Violence Free PITAHC: Understanding the Legal Imperatives on Gender-based violence 3. Training entitled Republic Act No. 8353 on Anti-Rape law of 1997 and Republic Act No. 10354 or Responsible Parenthood and Reproductive Health Act.
15	As mandated in the legal and policy issuances relative to the Women's Month Celebration and Observance of the 18-Day Campaign to End Violence Against Women (VAW), and to promote awareness and strengthen understanding among PITAHC employees/As mandated in the legal and policy issuances relative to the Women's Month Celebration and Observance of the 18-Day Campaign to End Violence Against Women (VAW) and to promote awareness and strengthen understanding among PITAHC employees	The 2020 GAD Awareness Survey among PITAHC employees showed that majority of employees are aware of GAD laws and mandates, however, most of the employees said that laws like Magna Carta of Women Women in Development and Nation Building Act, etc. need to be further discussed	GAD-related support services and awareness activities to all personnel are consistently provided	MFO: Administrative Division MFO: GFPS MFO: HPP's	Conduct Awareness Campaign and Celebratory Activities (e.g. Women's Month Campaign to End Violence Against Women and Children)	100% of planned awareness campaigns and celebratory activities conducted	Tarpaulins printed T-shirts procured	Tarpaulin Printing 12,000.00 GAA T-shirts 120,000.00 GAA	4,053.00 GAA 53,590.00 GAA	Administrative Division GFPS HPPs	Done.
16	Most employees are not aware on the existence of GAD-related policies as well as services provided by the Institute/Most employees are not aware on the existence of GAD-related policies as well as services provided by the Institute	There has been no policy issued on the provision of GAD services in the Institute	GAD-related support services and awareness activities to all personnel are consistently provided	MFO: GFPS MFO: Administrative Division MFO: All MFOs MFO: Management Services Division MFO: HPPs	Development and dissemination of GAD policies	GAD Awareness Survey for FY 2023 conducted - At least one (1) policy developed and disseminated	1/1 GAD awareness survey conducted No GAD Policy developed	Budget Attributed from Salary of assigned personnel responsible for the development and dissemination of GAD policies: 291,876.36 GAA	40,438.84 GAA	GFPS Administrative Division All MFOs Management Services Division HPPs	Partially Done.
<b>SUB-TOTAL</b>								10,160,069.00	7,850,407.68	GAA	
<b>TOTAL</b>								10,160,069.00	7,850,407.68		

Prepared By:	Approved By:	Date
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