

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2023**

Sequence No.: 2023-014855

Organization: Philippine Institute of Traditional and Alternative Health Care

Organization Category: National Government, GOCC with Budgetary Support

Organization Hierarchy: Department of Health, Philippine Institute of Traditional and Alternative Health Care

Total Budget/GAA of Organization: 156,205,000.00

Total GAD Budget 10,160,069.00 **Primary Sources** 10,160,069.00

Other Sources 0.00

% of GAD Allocation: 6.50%

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
CLIENT-FOCUSED ACTIVITIES								



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS

LYDIA M. QUERIMIT
SPECIAL OPERATIONS
OFFICER III

ANNABELLE PABIONA DE
GUZMAN, MD, FPAFP, MHA,
MAMED(UK), CESE
DIRECTOR GENERAL



REPORT GENERATED: 02/22/2023
PAGE 1 OF 14

	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
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	Honorarium 12,800.00 Accommodation 3,000.00 Airfare 8,000.00	GAA GAA GAA	Research and Development Division
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 Excellence 4. 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	Hospital Congress 1,000,000.00 TAHC Coordinators Meeting 315,000.00 TAHC Month Celebration 2,500,000.00	GAA GAA GAA	Social Advocacy and Training Division



	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
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	Community-based trainings conducted 600,000.00	GAA	Social Advocacy and Training Division HPPs
4	Disproportionate gender representation of stakeholders in LGU Orientation on PITAHC Standards and Accreditation./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	5,000.00 195,000.00	GAA GAA	Standards and Accreditation Division HPPs



	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
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	Carry-over budget FY 2022 0.00	GAA	Social Advocacy and Training Division



	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
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% Number of LGU Orientations conducted/planned per year (through online or face to face)	Certification 100,000.00 LGU Orientation 620,000.00	GAA GAA	Standards and Accreditation Division



	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
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.	Anthroposophic Art Therapy Guidelines and Hilot developed and subjected to gender fair language and gender sensitivity test. Reviewed guidelines published in the Official Gazette	Honoraria and Publication 30,000.00	GAA	Standard and Accreditation Division



	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
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 RetainedHospitals and encourage male participants to attend the Basic and AdvanceAcupuncture conducted by PITAHC	% of male and female to the total number of attendance.- No. of Basic and Advance Acupuncture Training conducted/planned	Basic and Advance Acupuncture Training conducted 400,000.00	GAA	Social Advocacy and Training Division HPPs
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.	Development printing and Publication of "A Listing of Medicinal lants for COVID-19 for community useal 940,000.00 Launching of PITAHC publications 300,000.00 5th Research Dissemination Forum 450,000.00	GAA GAA GAA	Reseach and Development Division

ORGANIZATION-FOCUSED ACTIVITIES



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS

LYDIA M. QUERIMIT
SPECIAL OPERATIONS
OFFICER III

ANNABELLE PABIONA DE
GUZMAN, MD, FPAFP, MHA,
MAMED(UK), CESE
DIRECTOR GENERAL



REPORT GENERATED: 02/22/2023
PAGE 7 OF 14

	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
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: 1,808,773.64	GAA	Human Resource - Administrative Division



	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
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	Budget Attributed from Salary of assigned personnel responsible for the updating of PITAHC Order for Establishment of the GFPS: 52,282.36	GAA	Administrative Division-Human Resource GFPS



	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
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	Meals 13,200.00	GAA	GFPS



	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
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	Registration Fees/Meals and Honorarium of Speaker/s: 98,400.00	GAA	Administrative Division GFPS HPPs



	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
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	Budget Attributed from Salary of assigned personnel responsible for organizing GAD-related trainings/activities: 284,736.64	GAA	Administrative Division GFPS HPPs



	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
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	Tarpaulin Printing 12,000.00 T-shirts 120,000.00	GAA GAA	Administrative Division GFPS HPPs



	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
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	Budget Attributed from Salary of assigned personnel responsible for the development and dissemination of GAD policies: 291,876.36	GAA	GFPS Administrative Division All MFOs Management Services Division HPPs
SUB-TOTAL							10,160,069.00	GAA	
TOTAL GAD BUDGET							10,160,069.00		

Prepared By:

Approved By:

Date

Lydia M. Querimit

Annabelle Pabiona de Guzman

LYDIA M. QUERIMIT

ANNABELLE PABIONA DE GUZMAN, MD, FPAFP, MHA, MAMed(UK), CESE

02/22/2023

Special Operations Officer III

Director General



THIS IS TO CERTIFY THAT THIS DOCUMENT HAS BEEN REVIEWED AND ENDORSED THROUGH THE GMMS

LYDIA M. QUERIMIT
SPECIAL OPERATIONS
OFFICER III

ANNABELLE PABIONA DE
GUZMAN, MD, FPAFP, MHA,
MAMED(UK), CESE
DIRECTOR GENERAL



REPORT GENERATED: 02/22/2023
PAGE 14 OF 14