

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET
FY 2024**

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:	173,854,000.00		
Total GAD Budget	9,014,594.12	Primary Sources	9,014,594.12
		Other Sources	0.00
% of GAD Allocation:	5.19%		

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	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
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CLIENT-FOCUSED ACTIVITIES



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1	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./Male, Female and LGBTQ members (participants to LGU orientations) are given equal opportunities in the selection/invitation to attend/participate in the LGU Orientations.	In the last five (5) years, less male participants attended the orientation.	Ensure gender equality on the selection of participants to attend the upcoming orientations.	MFO: MFO3: Standards and Accreditation	Collaboration with the PITAHC Social Advocacy and Training Division on the continuous promotion on the TAHC practitioner Orientation through social media posting.	1% increase in attendance of male participants in TAHC Practitioners' Orientations conducted/planned per year (through online or face to face) compared to previous LGU orientations.	TAHC Practitioner's Orientation 615,000.00	GAA	HPPs Standards and Accreditation Division



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2	Gender is not mainstreamed in the conduct of Traditional and Complementary Medicine activities and events/RA 9710 Magna Carta of Women IRR section 20 of Women's Right of Health Comprehensive Health Information and Education Gender and Development mainstreamed in the agency's major programs/activities/projects	Gender concept and gender dimension in the Social Advocacy and Training Division activities and events are not mainstreamed	Integrate Gender concept and gender dimension on the Social Advocacy and Training Division activities and events.	MFO: Social Advocacy and Training Division	Integration of gender-concept and gender dimension in T&CM activities and events such as TAHC Congress and Hospital Congress.	Number of participants attended the events/activities - Total male and female participants attended the event/activity Number of activities & events conducted with gender sensitive and with gender dimension program, topics/subject and theme- 1. One (1) TAHC CONGRESS 2. One (1) HOSPITAL CONGRESS Gender sensitive Program, Topics/subjects and theme of the event/activity are reviewed and approved by the PITAHC Management Committee before its presentation- Program, topics/subjects and theme of the event/activities	TAHC Congress 2,322,800.00 Hospital Congress 817,000.00	GAA GAA	Social Advocacy and Training Division



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3	<p>Low number of male practitioners of T&CM; modalities. Gender representation in the field of Traditional and Complementary Medicine is not balanced. The Profiling Survey of Traditional and Alternative Health Care (TAHC) Practitioners in the Philippines, Phase 1 revealed that out of 1,164 TAHC practitioners profiled , 68% or 14, 396 were predominantly female while 32% or 6,759 were male. In 2023, __ (__) male practitioners applied for certification, while __ females (__) applied for certification. Encourage more male T & CM practitioners to apply for PITAHC certification to ensure gender balance/All practitioners/stakeholders (T&CM; certification applicants) are given equal opportunities in the practice of T&CM;/All practitioners/stakeholders (T&CM; certification applicants) are given equal opportunities in the practice of T&CM;.</p>	<p>There are more females than males who apply for certification on traditional and complementary medicine practice.</p>	<p>Ensure gender balance in the representation of males and females</p>	<p>MFO: MFO3: Standards and Accreditation</p>	<p>Collaboration with the PITAHC Social Advocacy and Training Division on the continuous promotion of T&CM Modalities through social media posting.</p>	<p>1% increase in male practitioner certification application through the conduct of TAHC Practitioners' Orientation conducted/planned per year (through online or face to face).</p>	<p>Issuance of National Certification on T and CM 200,000.00</p>	<p>GAA</p>	<p>Standards and Accreditation Division</p>



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4	Existing guidelines and standards are not gender sensitive and do not use gender-fair language	Not all existing guidelines and standards were reviewed on gender sensitivity and on the use of gender-fair language/RA 8423	Ensured that the new traditional and complementary medicine competency standards and guidelines developed and approved are gender sensitive and uses gender-fair language. Develop gender sensitive standards, guidelines and code of ethical practice for the two (2) new modalities.	MFO: Standards and Accreditation	a. Develop/revise and review two (2) new standards, guidelines and codes of ethical practice appropriate for the practice of traditional and complementary medicine and subject the new modality standards and guidelines to gender-fair language/gender sensitivity test	Naturopathy, Homeopathy/Homotoxicology competency standards and guidelines with 1 public hearing conducted Subject the two new modality guidelines to gender-fair language /gender sensitivity test - Two (2) TAHC Modality test Publication of the Guidelines on the National Certification of Anthroposophic Medical practitioners and Accreditation of Anthroposophic medicine, Training Program, Centers in the Official Gazette- One (1) publication of the Guidelines	Meal expenses/Honoraria of National Certification Committee members and publication of new modalities' competency standards in the Official Gazette 97,000.00	GAA	Standards and Accreditation Division



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5	There are less male participants to the Community-based trainings conducted by the Social Advocacy & Training Division/RA 9710 Magna Carta of Women IRR Section 20 Women's Right to Health -Comprehensive Health Information and Education. Men and women (participants to seminars/orientations/training) are given equal opportunities in the selection/invitation to participate in Community-based seminars/orientations and trainings provided for LGUs, GIDA and IP areas.	There are less male participants in the Community-Based Trainings and Acupuncture trainings due to the common gender stereotyping that the training on TAHC are for females only	Ensure gender equality on the selection/invitation of participants to attend the Social Advocacy and Training Division activities.	MFO: MFO2: Social Advocacy and Training	Identify participants in the community and encourage male participants to attend the Community-based trainings through letter invitation and continuous promotion of the Social Advocacy and Training Division through social media postings on the attendance of male and female participants in the community-based trainings. Identify participants in the DOH Center for Health Development, DOH Retained Hospitals and LGUs and encourage male participants to attend the Acupuncture Training. Continuous promotion of Social Advocacy and Training Division on the conduct of acupuncture training through Social Media postings.	No. of participants attended the CBTs and Acupuncture Training 2% increase in male attendance on the CBTs and Acupuncture Training No. of Community based trainings (CBTs) conducted/Planned No. of Basic and Advance Acupuncture Training conducted/planned	Community-based trainings conducted 550,000.00 Basic and Advance Acupuncture Trainings 300,000.00	GAA GAA	HPPs Social Advocacy and Training Division



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6	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: MFO1: Research and Development	Hold online seminar/s on GAD dimensions in T&CM research	Research and Development Grants-in-Aid guideline revised to include GAD responsiveness in the criteria for evaluation of proposals on GAD At least 1 seminar conducted	Airfare 8,000.00 Accommodation 3,000.00 Honorarium 12,800.00	GAA GAA GAA	Research and Development Division



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7	The design of the Basic and Advanced Acupuncture Training program of the Social Advocacy and Training Division lacks gender impact, gender equality goals, outcomes, and output/RA 9710 Magna Carta of Women IRR Section 20 Women's Right to Health Comprehensive Health Information and Education. Gender Development mainstreamed in the agency's major programs/activities/projects	Involvement of women and men in the Basic and Advanced Acupuncture Training program of the Social Advocacy and Training Division conceptualization and design may not have been taken into consideration.	1.Ensure that recommendations to the revision of the Basic and Advanced Acupuncture Training program have activities and interventions that match the gender issues identified. 2. Ensure that men and women are involved in the creation of the recommendations. 3. Ensure that men and women are involved in the training conceptualization and design.	MFO: MFO1: Research and Development	Project Implementation of Impact Assessment on the Effectiveness of various PITAHC Community Trainings (months 1-12)	Number and data of trainers and participants	Impact assessment on the Effectiveness of various PITAHC Community Trainings (Basic and Advanced Acupuncture) 736,497.70	GAA	Research and Development Division

ORGANIZATION-FOCUSED ACTIVITIES



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8	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	PAP: PAP OR PPA: Human Resource - Administrative	Continuous monitoring and implementation of GAD-related programs	Continuous monitoring and implementation of GAD-related programs through designation/ assignment of twenty-nine (29) GAD dedicated staff (including alternate representative)	Budget Attributed from Salary of GAD Dedicated/Assigned Staff 2,113,708.91	GAA	Human Resource - Administrative Division



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9	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.	PAP: PAP OR PPA: Human Resource - Administrative/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 2024	Meals during GFPS official meetings 14,500.00	GAA	Administrative Division/GFPS



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10	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	PAP: PAP OR PPA: Human Resource - Administrative/GFPS/HPPs	Conduct of GAD-related learning and development initiatives (LDIs)	100% planned GAD-related trainings/ seminars conducted by the end of December 2024 - Number of employees (by sex) attended the training	Registration Fees/Meals and Honorarium of Speaker/s 106,600.00	GAA	Human Resource - Administrative Division/GFPS/HPPs



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11	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	PAP: PAP OR PPA: Human Resource - Administrative/GFPS/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 2024 - % of male and female to the total number of attendance	Budget Attributed from Salary of assigned personnel responsible for organizing GAD-related trainings/activities 360,878.73	GAA	Human Resource - Administrative Division/GFPS/HPPs



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12	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	PITAHC commits to continue its support the Women's Month Celebration and the Observance of the 18-day Campaign to End Violence Against Women and promote awareness and understanding among PITAHC employees	GAD-related support services and awareness activities to all personnel are consistently provided	PAP: PAP OR PPA:Human Resource - Administrative/GFPS/HPPs	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	Corporate Funds Corporate Funds	Human Resource - Administrative Division/GFPS/HPPs



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13	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- Creation of and/or strengthening of the GAD Focal Points/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- Creation of and/or strengthening of the GAD Focal Points	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	PAP: PAP OR PPA: Human Resource - Administrative	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 2024	Budget Attributed from Salary of assigned personnel responsible for the updating of PITAHC Order for Establishment of the GFPS 55,838.82	GAA	Human Resource - Administrative Division



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14	Absence/Lack of Gender neutral restroom at the PITAHC Ground Floor/RA 11313 Safe Spaces Act - Every person has the right to equality, security and safety	PITAHC has yet to intensify its awareness of the need for gender-neutral restrooms and see it as one of its priorities	Ensured availability of a gender neutral restroom at the PITAHC Ground floor	PAP: Administrative/GFPS	Assignment of a Gender neutral restroom at the ground floor/HPP Offices	One restroom at the PITAHC Ground floor/HPP Offices assigned as gender neutral	Budget for the Labelling of dedicated Gender Neutral Restroom in CO & HPPs 6,000.00	GAA	GFPS /Administrative Division MFO: All MFOs / Management Services Division / HPPs



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15	Some employees are not aware of 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/Some 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 /hr-AdministrativeMFO: All MFOs /HPPs	Development and dissemination of GAD policies	GAD Awareness Survey for FY 2024 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 354,317.64	GAA	GFPS /Administrative Division MFO: All MFOs /HPPs



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16	Some employees are not aware of 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/SEC. 17. Womens Right to Health. (a) Comprehensive Health . Comprehensive Health Information and Education. The State shall provide women in all sectors with appropriate, timely, complete, and accurate information and education of all the above-stated aspects of womens health in government Services	Absence of Gender and Development (GAD) Corner at the PITAHC Lobby and PITAHC website to disseminate GAD laws, information, news and other relevant updates	Employees, officials, clients and stakeholders informed on GAD laws, policies, information, news and other relevant updates	PAP: Administrative/GFPS	Establishment/set-up of GAD Corner at PITAHC Lobby and Website	GAD Corner at PITAHC Lobby and Website set-up	Budget for logistic requirements 47,800.00 Budget Attributed from Salary of assigned personnel responsible for the establishment/setting up of the PITAHC GAD corner 160,852.32	GAA GAA	GFPS /Administrative Division MFO: All MFOs / HPPs
SUB-TOTAL								8,882,594.12	GAA
								132,000.00	Corporate Funds
TOTAL GAD BUDGET								9,014,594.12	



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REVIEWED AND ENDORSED THROUGH THE GMMS

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