

**ANNUAL GENDER AND DEVELOPMENT (GAD) PLAN AND BUDGET  
FY 2026**

**Sequence No.:** 2026-022026

**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:** 270,062,000.00

**Total GAD Budget** 19,062,264.94

**Primary Sources** 19,062,264.94

**Other Sources** 0.00

**% of GAD Allocation:** 7.06%

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>								



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1	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.	Ensure that the newly developed, revised or approved traditional and complementary medicine competency standards and guidelines are gender sensitive and are using gender-fair language.	MFO: Regulation of Traditional and Alternative Medicine Practice	Conduct of Technical Working Group meetings and/or of public hearing, for the development or revision of Competency Standards and Guidelines prior to its approval by the Board of Trustees.	Two (2) Implementing Guidelines for TCIM modalities formulated/revised  Number of meetings conducted over number of meetings scheduled  Two (2) Competency Standards reviewed	Manhours 99,478.91  Meals and other expenses such as Honoraria of National Certification Committee members and publication of new/existing modalities' competency standards in the Official Gazette and or the National Administrative Register 313,520.00	GAA GAA	Standards and Accreditation Division
2	Limited visibility and recognition of women TCIM practitioners and leaders during events	Cultural norms and institutional bias leading to under representation of women	Women TCIM Practitioners and leaders are recognized and represented in national advocacy platforms	MFO: Social Advocacy & Training Division	Include gender equity as part of the selection	No. of Speakers that are women - At least 25% of speakers are women	Hospital Conference Activity 295,000.00  TAHC Month Activity Salaries 1,496,200.00  TAHC Month Activity 649,000.00  Hospital Conference Activity Salaries 1,496,200.00	GAA GAA GAA GAA	Social Advocacy and Training Division



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3	Gender stereotypes and bias in IEC and Advocacy materials	Absence of gender review in materials	Ensure gender-fair, inclusive and empowering messaging in IEC Materials	MFO: Social Advocacy & Training Division	Conduct gender-sensitivity review for all IEC-materials	IEC materials reviewed for gender sensitivity and approved prior to dissemination - 100% of IEC materials reviewed for gender sensitivity and approved prior to dissemination	Printing of IEC Materials 28,215.00 Salaries of designated employee 307,824.00	GAA GAA	Social Advocacy and Training Division
4	Gender bias in training content and case studies	Minimal attention to gender differences in patient management training	Integrate gender-sensitivity and gender-responsive approaches in training content	MFO: Social Advocacy & Training Division	Review and revise training modules using GAD Lens, include gender-sensitive case studies in lectures and practicum	Development of gender-sensitive acupuncture modules - 100% of acupuncture modules incorporate gender-sensitive content	Acupuncture training including HPPs employee salaries 1,286,010.00 Acupuncture training including HPPs 166,700.00	GAA GAA	SATD
5	Lack of gender perspective in topics and discussions	Limited awareness of how gender affects access to Traditional and complementary health care	Integrate gender dimension in TCIM Health literacy discussions	MFO: Social Advocacy & Training / Herbal Processing Plants	Include GAD related topics in the orientation	Conduct responsive orientations or topics - 100% of orientations include gender-responsive discussions or examples	Community-Based including HPPs employee salaries 1,452,048.00 Community-Based including HPPs 297,206.00	GAA GAA	SATD, HPPs
6	Head lice infestation disproportionately affects school-age girls; lack of gender lens in health research planning and documentation	Research proposals and outputs rarely integrate gender considerations or sex-disaggregated data	Mainstream gender analysis and sex-disaggregated data collection in the head lice herbal formulation study	MFO: Research and Development Division	Integrate gender-responsive research design in the Mass Propagation and Formulation of Herbal Head Lice Treatment project through inclusion of sex-disaggregated reporting, gender-fair IEC materials, and gender review checklist	Study design and reports include sex-disaggregated data	2,500,000.00 Employee salary 258,180.00	GAA GAA	RDD



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7	The practice of traditional hilot is often associated with women, yet both male and female practitioners contribute significantly to community health. However, limited documentation and validation of hilot practices may affect equitable recognition and livelihood opportunities for practitioners of all genders.	The contribution of hilot practitioners, particularly those in rural or marginalized areas, is not fully reflected in research and evidence-based validation studies, which may result in unequal access to recognition and support.	Promote gender equity and inclusivity in validating traditional healing practices by ensuring that both men and women hilot practitioners are represented and their contributions documented in research outputs.	MFO: Research and Development Division	Apply gender-sensitive criteria in identifying and documenting hilot practitioners involved in the research, Use sex-disaggregated data collection tools during field validation	Research report reflects balanced representation of male and female practitioners.  Sex-disaggregated profile of hilot practitioners included in documentation	3,000,000.00  Employee salary 258,180.00	GAA  GAA	RDD



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8	Gender imbalance in the field of Traditional, Complementary and Integrative Medicine; majority of practitioners are female, with fewer male practitioners engaged in the field./From January to October, 109 (47.19 %) male practitioners applied for certification (39 as new and upgrading and 70 for renewal), while 122 females (52.81%) applied for certification (39 as new and upgrading applicants and 83 for renewal).In the same period of January to October 2025, 149 (42.21 %) male practitioners applied for certification (38 as new and upgrading and 111 for renewal), while 204 female (57.79%) applied for certification (57 as new and upgrading applicants and 147 for renewal).	Gender norms and perceptions that TCIM is a female-dominated field lack of gender-responsive strategies in practitioner recruitment and certification programs.	To promote gender balance and equal participation of both men and women in the field of TCIM	MFO: Regulation of Traditional and Alternative Medicine Practice	Encouraging male practitioners to pursue TCIM certification Integrate gender-sensitive strategies in certification processes Ensure all TCIM practitioners are given equal opportunities.	Number of male applicants deliberated by respective NCCs over the number of males' applications received Number of female applicants deliberated by respective NCCs over the number of females' applications received Number of gender-responsive promotional materials on the Certification Process accessed by TCIM stakeholders over the number of printed gender-responsive promotional materials Number of promotional activities with gender-responsive content attended as resource speaker over the number of targeted gender-responsive promotional activities  Collaboration efforts with the Social Advocacy and Training Division:1. Number of published promotional materials on Certification Process over the number of target promotional materials on Certification process2. Number of promotional activities attended as resource speaker over the number of promotional activities targeted Include the gender aspect in this indicator to make it stand-alone.	Manhours: 22,071.36  Issuance of National Certification on TCIM practitioners and accreditation of clinics and training centers 330,055.00	GAA GAA	Standards and Accreditation Division



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9	Women and men practitioners/ facility owners may not have equal participation or representation in consultation and coordination meetings. Some meetings may not consider gender-specific needs perspectives, or constraints (e.g. scheduling, caregiving responsibilities , or access to information).	Lack of gender-sensitive planning in stakeholder engagement absence of sex-disaggregated data in consultation attendance limited awareness of the importance of gender balance and including during coordination and consultation meetings.	To ensure equal participation of both male and female practitioners and facility owners in consultation and coordination meetings and integrate gender perspectives in discussions and decision-making processes.	MFO: Regulation of Traditional and Alternative Medicine Practice	Identification of targeted stakeholders for the consultative and coordination meetings with practitioners & Facility owners practicing various TCIM modalities, to ensure gender balance. Collect and analyze sex-disaggregated data of participants	100% (4/4) of gender-responsive consultation and coordination meetings with practitioners/facility owners (using various modalities) conducted. Percentage of male and female practitioners/facility owners in each consultation and coordination meeting.  Collect and analyze sex-disaggregated data of practitioners/facility owners participated during the consultation and coordination meetings.	Manhours 98,224.74  451,410.00	GAA  GAA	Standards and Accreditation Division
<b>ORGANIZATION-FOCUSED ACTIVITIES</b>									
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		Conduct of GAD-related learning and development initiatives (LDIs)	100% planned GAD-related trainings/ seminars conducted by the end of December 2025 - Number of employees (by sex) attended the training	Registration Fees/Meals and Honorarium of Speaker/s 118,200.00	GAA	GFPS  Administrative Division  HPPs



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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 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.		Continuous monitoring and implementation of GAD-related programs	Continuous monitoring and implementation of GAD-related programs through designation/ assignment of GAD dedicated staff (including alternate representative)	Budget Attributed from Salary of GAD Dedicated/ Assigned Staff 2,711,100.00	GAA	Human Resource - Administrative Division
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.		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	Budget Attributed from Salary of assigned personnel responsible for the attendance to GFPS Meetings 435,075.09  Meals during GFPS official meetings 17,500.00	GAA GAA	GFPS



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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./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		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 as necessary	Budget Attributed from Salary of assigned personnel responsible for the updating of PITAHC Order for Establishment of the GFPS 42,331.18	GAA	Administrative Division-Human Resource  GFPS
14	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		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 2026 - % of male and female to the total number of attendance	Budget Attributed from Salary of assigned personnel responsible for organizing GAD-related trainings/activities 287,708.45	GAA	GFPS  Administrative Division  HPPs



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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		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	T-shirts 112,200.00  Tarpaulin Printing 6,000.00	GAA  GAA	GFPS  Administrative Division  HPPs
16	Most employees are not aware on the existence of GAD-related policies as well as services provided by the Institute/Employees are not aware of the Institute's GAD-related services/activities	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		Development and dissemination of GAD policies	Survey of employees' awareness of the Institute's GAD-related services/activities conducted - At least one (1) policy developed and disseminated	Budget Attributed from Salary of assigned personnel responsible for the conduct of GAD Awareness Survey for FY 2,026 54,384.39  Budget Attributed from Salary of assigned personnel responsible for the development and dissemination of GAD policies 472,242.82	GAA  GAA	All MFOs  GFPS  HPPs  Administrative Division
<b>SUB-TOTAL</b>							19,062,264.94	GAA	
<b>TOTAL GAD BUDGET</b>							19,062,264.94		



Prepared By:	Approved By:	Date
<i>Emeline</i>		
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Chief Administrative Officer	Director General	



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