

GENDER ACTION PLAN

No.	Actions	Targets and/or Indicators	Responsible Parties	Timeline	Funding source
Outcome: Quality of public health services improved					
1		Quality of women’s health services increased by 25% in the three project sites (2022 baseline: to be determined) ^a	Executing and implementing agencies	2027	Project budget
2		Gender-responsive emergency preparedness and response systems operationalized and fully compliant with World Health Organization standards in the three project sites (2022 baseline: 0) ^b	Executing and implementing agencies	2027	Project budget
Output 1: Public health institutional capacity and policies developed					
3	Public health security emergency preparedness and response strategy and operational plan of the hospitals with a section on supporting women and children updated and shared at national level through provincial level for management of public health emergencies from emerging infectious diseases and other health hazards	Section on supporting women and children included in public health security and emergency preparedness and response strategy and operational plans of each hospital (2022 baseline: 0)	Executing and implementing agencies	2024	Project budget
4	Gender-sensitive, interoperable national public health information systems established	Sex-disaggregated data to be collected and analyzed as part of interoperable national public health information systems (2022 baseline: 0)	Executing agency, information technology specialists, and social specialists	2027	Project budget
Output 2: Effective public health ecosystem established					
5	Gender-sensitive human resource policy prepared and implemented for each project location	Gender equity policy, including management-level employment targets for women and gender-sensitive recruitment processes, ^c approved for each project location (2022 baseline: 0)	Executing and implementing agencies, ADB	2023	Project budget
6	Gender-sensitive and socially inclusive design prepared for public health and emergency	At least one consultation activity with female health staff for each facility to discuss facility design in each project	Executing and implementing agencies	From design phase (2022 onwards)	Project budget

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	facilities	<p>location (2022 baseline: 0)</p> <p>At least one breastfeeding room, at least 2:1 ratio of female to male toilets with accessibility facilities incorporated in the design of each facility (2022 baseline: 0)</p> <p>Women and childcare facilities included at all project locations (2022 baseline: 0)</p>			
Output 3: Training excellence and international cooperation capability enhanced					
7	At least 3,000 public health field staff (at least 65% women) trained and report improved knowledge and understanding on public health issues and strengthening national health security	65% of trained health field staff are women and report improved knowledge and understanding on public health issues, including gendered impacts ^d (2022 baseline: 0)	Implementing agencies	By 2027	Project budget
8	At least 1,000 public health staff from hospitals, primary health care facilities, and laboratories; and other allied public health staff (at least 50% women) trained, in gender sensitivity in health services	<p>1,000 public health staff are trained, in gender sensitivity (at least 50% women)</p> <p>At least 50% of those trained report improved sensitivity in clinical practice and awareness of gender issues in public health in training completion survey (2022 baseline: 0 women trained, and 0 survey responses)</p>	Implementing agencies	By 2027	Project budget
9	Annual consultations with patients and clients, including women to discuss hospital policies and programs on public health issues and health security	50% of patients and clients report increased awareness of hospitals policies and programs (2022 baseline: 0)	Implementing agencies	2023–2027	Facilities operations budget
10	Community health care workers trained by each hospital will be involved in disseminating information and interacting with local communities over risks of	<p>At least 50% of community health care workers participating in information dissemination facilitators will be women (2022 baseline: 0)</p> <p>50% women attend consultation events</p>	Executing and implementing agencies	From design phase (2022) onwards	Project budget

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	contagious diseases, such as COVID-19 and HIV/AIDS	(2022 baseline: 0)			
11	Provision of training to the construction workforce on GBVH and STIs/HIV/AIDS	All work force receive training on GBVH and STIs/HIV/AIDS (2022 baseline: 0)	Implementing agencies, Center for Disease Control, and All China Women's Federation	From 2023 onwards	Project budget
12	Priority employment for women during construction	30% of unskilled workers during construction are female (2022 baseline: 0)	Executing and implementing agencies	2022–2026	Project budget

ADB = Asian Development Bank, AIDS = acquired immunodeficiency syndrome, COVID-19 = coronavirus disease, GBVH = gender-based violence and harassment, HIV = human immunodeficiency virus, STI = sexually transmitted infection.

- ^a The survey will be carried out within the first 6 months of project implementation to establish the baseline, and health service quality will be measured periodically. The design will ensure data is disaggregated by sex, age, and other social parity data points where possible; for the indicator, only female patient data will be used. The quality of women's health services will be measured through standard index-based metrics: (i) knowledge and responsiveness of health staff; (ii) length of hospital stay; (iii) modern and accessible facilities; and (iv) patient's perception of care. Survey implementation will be aided by innovative user-friendly communication tools such as emojis to enable easy and more inclusive patient participation.
- ^b World Health Organization. 2020. [Rapid Hospital Readiness Checklist: Interim Guidance](#). Geneva.
- ^c This involves establishment of gender-sensitive clinical protocols, including guidelines for doctors and nurses to treat diseases or health issues in a way that ensures women's concerns, sensitivities, and risks are adequately addressed, including gender-based violence and non-discrimination policies and legal requirements for domestic violence reporting.
- ^d These include differences in outcomes from illnesses and injury based on gender differences in biological and behavioral determinants of health and illness.

Source: ADB.