

GENDER ACTION PLAN

Activities	Performance Targets/Indicators	Responsibility	Timeframe
Outcome: Priority populations vaccinated against COVID-19			
a. Develop and implement sex-disaggregated monitoring systems.	<p>a.1 Sex- and age-disaggregated data on the following vaccination priority groups collected,^a and reported on (i) frontline health workers;^b (ii) population aged 65 and above; (iii) population aged 18–64 (including marginalized groups refugees and internally displaced eligible recipients) (2020 baseline:0)</p> <p>a.2 About 18.11 million people of priority population, based on NDVP (2021), vaccinated, disaggregated by sex (2021 baseline: 0)</p> <p>a.3 At least 70% men and 70% women vaccine beneficiaries expressed satisfaction regarding vaccination access and quality of services, including adequacy of information provided (2020 baseline: 0)</p>	MONHSR&C and Federal EPI PMU	Q4 2021
b. Conduct a satisfaction survey ^c on vaccine services provided.			
Output 2: Vaccine program implementation capacity strengthened			
2.1 Capacitate government vaccinators on globally accepted protocols for vaccine delivery, and on gender-sensitive and safe vaccination practices.	<p>By 2021:</p> <p>2.1.1 Gender sensitivity training module developed, for inclusion in capacity building sessions of vaccinators and staff^d at vaccination centers on gender-sensitive administration of COVID-19 vaccine (2020 baseline: N/A).</p> <p>2.1.2 80% of the trained vaccinators and staff at vaccination centers (at least 40% women), demonstrated gender-sensitive skills and knowledge about COVID-19 vaccine administration^e (2020 baseline: N/A).</p> <p>2.1.3 Updated guidelines on vaccine administration incorporate gender sensitive and culturally appropriate vaccination procedures.^f</p>	MONHSR&C and Federal EPI, PMU, Gender Specialist	Q3 2021
2.2 Review and update the gender-responsiveness of current guidelines and communication plans on vaccine administration.	2.1.4 Updated communication plans include strategies to reach poor and vulnerable communities, especially women who may be illiterate, and facilitate their understanding of the benefits of vaccination, address vaccine hesitancy, as well as understand the procedures to follow before, during, and after vaccination.		

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2.3 Develop and implement gender-responsive COVID-19 vaccine awareness and demand generation campaigns for vulnerable groups. ^g	2.3.1 At least 2 multi-media campaigns (on the benefits of vaccination, registration process to access vaccines, access to vaccination sites, feedback mechanisms, and myths linked to vaccine, and other related topics), using gender-inclusive language and images, developed and rolled out to general population including refugees and hard-to-reach communities, through community-based interventions, dissemination of messages in local languages and local communication channels ^h (2020 baseline: N/A).	MONHSR&C and Federal EPI, PMU Gender, Specialist	Q3 2021
2.4 Ensure gender-sensitive provisions and facilities in vaccination centers.	2.4.1 Vaccination centers with provisions such as sex-separated safe and well-lit waiting areas and vaccination rooms, and separate male and female toilets (2021 Baseline: 0). 2.4.2 At least 40% of all vaccinators on duty at the vaccination centers are women (2021 Baseline: 40%).	MONHSR&C and Federal EPI PMU Gender Specialist	Q2 2021

CNIC = citizen national identity card, COVID-19 = coronavirus disease, EPI = Expanded Programme on Immunization, MONHSR&C = Ministry of National Health Services Regulations and Coordination, N/A = not applicable, PMU = project implementation unit.

^a As defined by the Government of Pakistan in National Deployment and Vaccination Plan.

^b Sex- and age-disaggregated data of vaccination groups collected and reported at National Command and Control Center website

^c Satisfaction survey conducted using digital technologies, and/or on-site recording feedback of men and women right after vaccination, and/or other survey methodologies using randomized sampling techniques

^d Staff assisting the vaccination process at the Mass/Adult Vaccination Centers (designated by the Government of Pakistan).

^e Trainings will include a quick test (separate from the training evaluation) after the session, to evaluate participants' understanding of the sessions

^f Gender sensitive vaccination procedures include consideration of gender-differentiated needs of men and women, e.g., many women's preference for a female vaccinator, women's need for privacy, need of women with little education and exposure to public information and social media to understand, accept, and access covid vaccinations, and be informed of how to address possible side effects, among others.

^g Vulnerable groups including; refugees and migrants and those who may not be reached through mainstream media (*social, electronic and print*).

^h Communication channels including; local leaders, community-based organizations, women's groups, religious leaders, teachers, female health workers, local radio programs, and other relevant local channels.

Source: Asian Development Bank.