

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

Outputs/Activities	Indicators and Targets	Responsibilities	Timeframe
Output: Safe and effective COVID-19 vaccines delivered			
1. Build capacity of female staff in COVID-19 Vaccination Coordination Cell.	1. COVID-19 Vaccination Coordination Cell staffed with 12 technical experts (30% women). ^a	DGHS/MOHFW	June 2021– May 2024
	2. All staff including women in COVID-19 Vaccination Coordination Cell report increased knowledge on vaccine procedures, side effects of the vaccine, the effectiveness of the vaccine, gender differentiated challenges in vaccine access including hesitancy.		
2. Women health professionals trained, and practicing acquired skills and knowledge.	3. 3,000 health staff trained on online registration and generating vaccination cards in rural areas, isolated islands, <i>chor</i> area, remote hilly area and hard-to-reach areas, and for socially vulnerable groups such as women, transgender, elderly, small ethnic minorities, floating population, and low-income communities (50% women).		
3. Interoperable and integrated vaccine MIS established.	4. Interoperability of existing vaccine-related IT systems including features to flag gender differentiated gaps and benefits strengthened (data disaggregated by sex, age, priority groups and location).		
Activity 4 will be supported by separate TA^b			
4. Vaccination coverage increased in selected hard-to-reach areas with particular focus on women.	5. Gender-sensitive communication modules and materials ^c on COVID-19 vaccination information developed.	DGHS/MOHFW	June 2021– May 2024
	6. At least one local level consultation/briefing in all Administrative Divisions (eight) with key influencers (elected representatives, women elected members, local political and social leaders) conducted to encourage women's registration and vaccination (30% women participants).		
	7. All women to be reached by mobile registration and vaccination teams in hard-to-reach areas as per prioritization plan.		
	8. Separate vaccination booths for men and women established in all vaccination centers.		
	9. Female vaccinators within vaccination teams (two out of five members) effectively deployed and tasked to encourage women's registration and address vaccine hesitancy.		

COVID-19 = coronavirus disease; DGHS = Directorate General of Health Services; GESI = gender equality and social inclusion; MIS = management information system; MOHFW = Ministry of Health and Family Welfare, TA = technical assistance.

^a Technical experts (12) include: program coordinator (1), public health experts (4), lead health expert (1), medical officers (4), information technology expert (1), and communication expert (1). Additional staff includes: accountants (2) and office assistants (2).

^b ADB. 2020. [Technical Assistance for Regional Support to Address the Outbreak of Coronavirus Disease 2019 and Potential Outbreaks of Other Communicable Diseases \(9950\)](#). Manila. While these activities contribute to the overall outcome of the project, they will be counted under TA 9950 and not under this project.

^c All information, education and communication materials will be free from gender bias, avoid and challenge gender stereotypes, and use gender inclusive language. Communication tools will also be gender and culturally sensitive and age-appropriate, and differently-abled friendly; and channels will be developed to facilitate information for ethnic individuals and groups, people disadvantaged due to reduced literacy, and differently-abled people.

Source: Asian Development Bank.