

GENDER EQUALITY AND SOCIAL INCLUSION ACTION PLAN

| Activities | Performance Indicators and Targets | Responsible Agency | Time Frame |
|---|--|-----------------------------------|------------|
| Outcome level indicator: By 2025, EPI and COVID-19 vaccination data with (sex-disaggregated) submitted annually via electronic joint reporting form to WHO and UNICEF. (2022 Baseline: sex-disaggregated data is not available for EPI vaccination) | | | |
| Output 1: Capacity of vaccine storage and transport system increased | | | |
| GESI-responsive features incorporated in the design of the new cold chain storage facility. (DMF 1.1a) | <ol style="list-style-type: none"> 1) Separate toilets for men and women,^a child day care and lactation rooms, and access designs^b for person with disabilities included in the new facility. 2) All facilities including the child day care will be operational in 2025. 3) Availability of assistive technology^c in the auditorium for person with disabilities provided. | MOH | Year 1 |
| Output 2: Information management of the EPI strengthened for COVID-19 vaccination and routine immunization | | | |
| Disaggregated data included in data systems for EPI and COVID-19 vaccination programs. (Related to improving data systems under DMF 2.2a and 2b) | <ol style="list-style-type: none"> 1) Sex, age, location, comorbidity conditions,^d and nationality disaggregated reports in EPI and COVID-19 vaccination data systems produced regularly by MOH. 2) The national vaccine information systems (DHIS-2 and COVID-19 vaccination information system [DHIFAAU]) registers real-time sex- and age- disaggregated data on persons receiving vaccines from EPI and COVID-19 vaccination program. | EPI EPI | Year 1–3 |
| Output 3: Human resource capacity of the EPI enhanced | | | |
| Provide employment and professional opportunities to women via recruitment and training of EPI staff (DMF 3.3a & 3b) | <ol style="list-style-type: none"> 1) At least 75% of the EPI staff (70% women)^e report increased knowledge and skills on cold chain management, vaccine deployment planning and management of EPI following training.^f 2) At least 60% of contract staff,^g hired are women to support central EPI program, national health data center, and the biomedical services units of MOH 3) GESI sensitive provisions^h integrated to COVID-19 vaccination program targeted for children aged 5 – 11 years old. | EPI MOH and PMU EPI | Year 1–3 |

COVID-19 = coronavirus disease, EPI = Expanded Program on Immunization, GESI = gender equality and social inclusion, MOH = Ministry of Health.

^a Ratio to be based on number of female and male staff in EPI facilities. Can be assumed to be 70% more facilities for women (see endnote “e”).

- ^b Wider spaces, handles and wheelchair access.
- ^c Screen magnifiers and loudspeakers with earphones.
- ^d Comorbidity is defined as people with these conditions: cancer, under treatment (any case currently on treatment or received treatment within last one year), diabetes mellitus, heart disease, stroke, obesity BMI above 40, immunocompromised patients, stage 3 and 4 kidney disease, chronic liver disease – cirrhosis, and thalassemia/sickle cell disease.
- ^e 70% target for women (indicators 5 and 6) is based on 2020 MoH data recording a total of 6,328 health workers in Maldives of whom 4,446 (70%) are females and 1,882 (30%) are males. This included medical doctors and specialists: 369 (34%) females and 720 (66%) males; nurses: 2,655 (89%) females and 327 (11%) males; and allied health professionals who include among others community health professionals, dentists, and pharmacy professionals: 1,422 (63%) females and 835 (37%) males.
- ^f This is following long-term and short-term training supported by the project.
- ^g Temporary staff (8 new hires of whom 5 will be female) refers to those who will be recruited for 2 years on contract basis with ADB support.
- ^h Ensure that girls and boys, and children with disabilities are provided with vaccination, by monitoring real time vaccine coverage and active outreach. This will be monitored through the DHIS2 and DHIFAAU real time data.