

**GENDER ACTION PLAN**

Activities	Target Indicators	Responsibility	Timeframe
<b>Outcome: Coverage of effective laboratory and border hospital services in Chui and Osh oblasts enhanced.</b>			
Enhanced essential clinical diagnostics tests	Number of essential clinical diagnostic tests <sup>a</sup> including tests for female-specific health conditions <sup>b</sup> , performed by project CDLs increased by at least 30% (2022 baseline: 30 tests)	PIU, MHIF, Heads of healthcare organizations	2023-2028
<b>Output 1: Capacity, quality, and networking of reference laboratories in Bishkek and Osh cities strengthened.</b>			
1.1 Conduct a survey of laboratories staff to determine working conditions and their perception on any improvements brought by the project	1.1.1 Both baseline/endline survey questionnaires include gender-specific questions (training attended, promotions, incentives) and sex-disaggregated data.	PIU, Consultant	Q4 2022
1.2 Factor in women's needs in the upgrading of infrastructure for laboratory services	1.2.1 At least one staff consultation conducted in each project laboratory to identify needs of female personnel (through questionnaire [online] or interviews [offline]). 1.2.2 All toilets of project laboratories have female hygiene facilities, e.g., bidet, menstrual hygiene facilities, etc.	PIU	Q1-Q4 2023
1.3 Continuously improve the quality of laboratory services	1.3.1 Each project reference laboratory participates in EQA for at least 50% of tests it offers, including at least 50% of tests for female-specific health conditions <sup>b</sup> (2022 baseline: about 15% of tests covered; 0% of tests for female-specific health conditions covered)	PIU, Consultant	Q4 2023-Q3 2027
<b>Output 2: Laboratory services based on continuous quality improvement in Chui and Osh oblasts (including Bishkek and Osh cities) developed.</b>			
2.1 Improve laboratory services for women	2.1.1 At least 70% of 13 non-reference project laboratories meet national quality and safety standards (2022 baseline: 0) 2.1.2 At least 20 new essential laboratory tests are introduced and performed in project CDLs, of which 15 are related to female-specific health conditions, reflecting enhanced accessibility to the essential package of clinical diagnostic tests <sup>c</sup> (2022 baseline: N/A)	PIU, MHIF, Heads of healthcare organizations	Q2 2023-Q3 2027
2.2 Collect sex-disaggregated data of patients	2.2.1 All records of patients availing laboratory services are disaggregated by sex and age.	PIU, Consultant	Q2 2023-Q3 2027
<b>Output 3: Patient care and biosafety capacity in hospitals in border areas and high travel zones in Chui and Osh oblasts improved.</b>			

Activities	Target Indicators	Responsibility	Timeframe
3.1 Provide gender-sensitive patient and provider care	3.1.1 Six border hospitals upgraded with low carbon and climate-resilient infrastructure and equipment for improved patient and provider care and surge capacity (2022 baseline: 0) 3.1.2 At least 90% of female staff in six border hospitals acquire improved knowledge and skills in infection prevention and control (measured by pre- and post- training surveys) (2022 baseline: N/A). 3.1.3 At least 80% of laboratory personnel in Chui and Osh oblasts trained on gender-sensitive administration of laboratory tests (measured by pre- and post- training surveys). 3.1.4 All participating hospitals have sex-segregated with menstrual hygiene facilities toilets for women and men in or near the emergency departments.	PIU, Consultant	Q1 2022-Q3 2024
3.2 Increase the understanding of service providers of women's and men's health needs	3.2.1 At least one information board in all project laboratories on health issues including women's health issues (anemia, breastfeeding, STDs, HIV, TB, and GBV), as well importance of investing in women's health. 3.2.2 Study conducted on sex-differentiated effects of outbreaks and pandemics, especially on female health workers, female patients, and on households with female heads.	PIU (possible partners could be other development agencies like WHO)	2023-2025

CDLs = clinical diagnostic laboratories, EQA = external quality assessment, GBV = gender-based violence, HIV = human immunodeficiency virus, MHIF = Mandatory Health Insurance Fund, PIU = project implementation unit, STDs = sexually transmitted diseases, TB = tuberculosis, WHO = World Health Organization.

<sup>a</sup> The essential package of tests refers to a number of critical, integral, or basic clinical diagnostic tests vital for the diagnosis of a health condition or disease. The package consists of 61 tests, of which 31 will be new (there are currently 30 tests being performed). Out of 61 tests, 21 are related to female-specific health conditions, of which 18 will be new.

<sup>b</sup> Pregnancy, anemia, thyroid disorders, cervical and ovarian cancer.

<sup>c</sup> New tests related to female-specific health conditions include: ferritin, transferin, general urine analysis with station, folic acid, chorionadotropin (HCG), CEA-Carcioembryonic antigen, tumor markers CA-125, CA 15-3, CA 19-9, TSH, FT3, FT4, anti-TPO, thyroglobulin, antibodies to thyroglobulin, bacteria detection and AMR using automated systems, MALDI-ToF, and cytology tests.

Source: Asian Development Bank.