

**GENDER ACTION PLAN<sup>a</sup>**

Activities	Target Indicators	Responsibility	Timeframe
<b>Output 1: Primary health services in underserved areas improved</b>			
1.1. Ensure that the structural designs of the satellite clinics are gender and disabled friendly with adequate provision for patient privacy	<ul style="list-style-type: none"> <li>• <b>By August 2023, 5 new urban satellite clinics with gender responsive design constructed</b></li> <li>• Satellite clinics designs have separate toilets for men and women</li> <li>• Satellite clinics have a room for private consultations</li> <li>• Satellite clinics designs are adapted for disabled persons' needs</li> </ul>	DOMSHI (MOH) DOMSHI (MOH)	Q3 2022 Q3 2018
1.2. Ensure that contractors are aware of any social risks during construction	100% of the construction workers involved in civil works under the project are oriented on the availability of HIV/STI testing centers and related services	PMPSU, (MOH), HIDD	Q2 2020
1.3. Ensure more female health workers are recruited and there are adequate provisions to encourage participation in the IPC training	<ul style="list-style-type: none"> <li>• By August 2023, 100% BHU-IIs I target districts have at least one female health worker (baseline 68% 2017) <sup>b</sup></li> <li>• <b>By August 2023, 100% (51) of the BHU-II female health workers in target districts trained in interpersonal communication skills and in skills to identify and support victims of gender-based violence<sup>c</sup></b></li> </ul>	MOH HPD (MOH)	Q4 2023 Q3 2023
1.4 Ensure that gender and discrimination components are included in the IPC training module	By August 2023, at least 90% of trained participants report increased understanding of gender and discrimination	HPD (MOH)	Q3 2023
1.5 Encourage female participation in community activities	By August 2023, at least 50% of participants in community advocacy and behavior change activities are women	CSO, PMPSU (MOH)	Q3 2023
<b>Output 2: Health sector financing enhanced</b>			
2.1. Improvements in health financing equity are reflected in the updated draft Health Bill and consider the differential effects of health care financing on poor men and women	<ul style="list-style-type: none"> <li>• <b>By August 2018, MOH has conducted a Benefit Incidence Analysis to determine the distribution of benefits from public financing for obstetric care</b></li> <li>• <b>By August 2020, GOB has finalized, approved and submitted to the Parliament of Bhutan, a gender sensitive National Health Bill to improve health sector equity, efficiency and sustainability</b></li> </ul>	PMPSU PPD, (MOH) PMPSU PPD, (MOH)	Q2 2018 Q2 2020
2.2. Ensure BHTF recruitment policies reflect the national effort for gender equality	<ul style="list-style-type: none"> <li>• Gender sensitive recruitment policies developed and implemented by BHTF</li> </ul>	BHTF, NCWC	Q2, 2020

Activities	Target Indicators	Responsibility	Timeframe
	<ul style="list-style-type: none"> <li><b>By August 2020, BHTF has recruited 100% of its technical staff, of whom at least 30% are women</b></li> </ul>	BHTF	
<b>Output 3: Disease surveillance and health information systems enhanced</b>			
3.1. Ensure health information system collects sex disaggregated data and monitors gender-related trends over time	<ul style="list-style-type: none"> <li>Annual Health Bulletin to mainstream gender analysis of health trends</li> <li>DHIS-2 dashboard to be developed to display sex-disaggregated data and analyze gender specific health issues</li> <li>70% (153) health facilities to input ePIS data (disaggregated by sex)</li> <li><b>By August 2018, MOH has developed and approved an e-Health strategy, which includes health data standards for routine capturing of sex-disaggregated data</b></li> <li><b>By August 2018, MOH has issued an executive order constituting a governing body for the national HIS, with at least 30% women representatives</b></li> </ul>	PPD (MOH)  PPD (MOH)  ICT (MOH)  MOH  MOH	Q4 2019 and onwards  Q4 2019  Q3 2023  Q2 2018  Q2 2018
<b>4. Project Management</b>			
4.1. Develop gender sensitive recruitment guidelines and TORs to encourage women to apply for positions in the PMPSU.	Gender sensitive recruitment policies developed and applied	PMPSU (MOH)	Q2 2018
4.2. Implementation of gender action plan and monitoring of activities and indicators	All project annual reports report on GAP progress (activities and indicators)	<u>Activities</u> Gender Focal Point, PPD (MOH) <u>Indicators</u> GEMS, NCWC	Q3 2019 and annually
4.3 Capacity building of PMPSU staff on gender mainstreaming	100% of the PMPSU staffs are trained on gender mainstreaming	PPD (MOH), NCWC	Q4 2019

BHTF = Bhutan Health Trust Fund; CSO = civil society organization; DOMSHI = Department of Medical Supplies and Infrastructure; GEMS = Gender Monitoring System; GOB = Government of Bhutan, ICT = Information, Communication Division; IPC = interpersonal counselling; HIDD = Health Infrastructure Development Division; HPD = Health Promotion Division; MOH = Ministry of Health; PPD = Policy and Planning Division; PMPSU = Project Management and Policy Support Unit, NCWC = National Commission for Women and Children, RCDC = Royal Centre for Disease Control; TOR = terms of reference.

<sup>a</sup> Design and monitoring framework indicators highlighted in bold.

<sup>b</sup> 2017 Baseline for target districts: Dagana (52%), Trongsa (36%), Mongar (37%), Pema Gatshel (20%), Trashigang (41%), Trashy Yangtse (40%), Zhemgang (36%) and Samdrup Jongkhar (34%).

<sup>c</sup> IPC module will include the recognition and management of survivors of gender-based violence.

Source: Asian Development Bank.