DISBURSEMENT-LINKED INDICATORS, VERIFICATION PROTOCOLS, AND DISBURSEMENT SCHEDULE

Table 1: Disbursement-Linked Indicators

Disbursement-Linked Indicators	Baseline Value	Baseline Year		Target Values[a]				
			Prior Result	2026	2027	2028	2029	2030
Outcome: Enhanced availability of an adequately qualified nursing workforce to fulfil evolving health needs with increased access to employment opportunities for women in the nursing profession.								
DLI 1: At least 800 nursing professionals (of which at least 60% are women) graduated from COE degree programs, specialized courses and faculty development program	NA COEs yet to be developed	2025	PIU Notified and Staffed				≥300 nursing professionals	≥800 nursing professionals
DLI 2: COE student and faculty quality assessment scores improved by at least 2 percentage points	NA COEs yet to be developed	2025					Baseline composite score established at each COE	≥2 percentage points relative to the baseline composite score at each COE
Outputs:								
Output 1: Quality of nursing professionals improved								
DLI 3: Nursing education faculty strengthened a. At least 15 nursing education leaders (of which at least 80% are women) enrolled in eligible international PhD programs	0	2025	Punjab Nursing Education Capacity Building PC-1 approved	≥5 nursing educators enrolled in international PhD programs	≥10 nursing educators enrolled in international PhD programs	≥15 nursing educators enrolled in international PhD programs		
b. At least 45 nursing educators (at least 80% are women) sponsored to pursue MScN degrees from accredited national institutions	0	2025		≥15 nursing educators sponsored	≥30 nursing educators sponsored	≥45 nursing educators sponsored		
c. At least 150 nursing educators (of which at least 80% are women) from government nursing colleges completed COE faculty development program training	NA COEs yet to be developed	2025					≥50 nursing educators complete training at COEs	≥150 nursing educators complete training at COEs

Disbursement-Linked Indicators	Baseline Value	Baseline Year		Target Values[a]				
			Prior Result	2026	2027	2028	2029	2030
DLI 4: Nursing students enrolled in COE degree programs a. At least 800 nursing students (of which at least 80% are women) enrolled in COE BScN program	NA COEs yet to be developed	2025					≥300 BScN students	≥800 BScN students
b. At least 100 nursing students (of which at least 60% are women) enrolled in COE MScN program	NA COEs yet to be developed	2025					≥40 MScN students	≥100 MScN students
DLI 5: International participation certificates in public health, health security or elderly care obtained by at least 150 COE nursing students (of which at least 60% are women)	NA COEs yet to be developed	2025					≥50 COE nursing students	≥150 COE nursing students
<u>Output 2</u> Climate resilient and gender-sensitive[b] Centers of Excellence for nursing education established								
DLI 6: Three (3) climate resilient and gender sensitive COEs for nursing education constructed	NA COEs yet to be developed	2025		Works Awarded for development of 3 COEs to contractors	At least 30% of financial progress achieved at 3 COEs on aggregate basis	100% financial progress achieved at 3 COEs on aggregate basis		
DLI 7: Three (3) COEs furnished with modern equipment and digital infrastructure	NA COEs yet to be developed	2025		Equipment and digital infrastructure specifications finalized	At least 30% of equipment and digital infrastructure procured according to specifications	At least 85% of equipment and digital infrastructure procured according to specifications	100% of equipment and digital infrastructure procured according to specifications	
<u>Output 3:</u> Governance and management for health workforce strengthened								
DLI 8: Improved health workforce governance a. COE Governance Framework comprising rules, regulations and policies including workplace gender equality approved by the	NA	2025	Board of Governors notified	Draft Governance	Final Governance			

Disbursement-Linked Indicators	Baseline Value	Baseline Year		Target Values[a]				
			Prior Result	2026	2027	2028	2029	2030
independent COE Board of Governors of which at least 33% are female members	COEs yet to be developed			Framework developed	Framework notified			
b. A dedicated HRH management unit within SHC&MED to oversee workforce planning, management, and quality assurance functional	0	2025	HRH Management Unit notified	Provincial HRH Plans developed	Projections for Provincial HRH requirements developed			

BScN = Bachelor of Science in Nursing, COE = Center of Excellence, DLI = disbursement-linked indicator, MScN = Master of Science in Nursing, HRH = human resources for health, NA = not applicable, PhD = Doctor of Philosophy, PIU = Program Implementation Unit, SHC&MED = Specialized Healthcare and Medical Education Department of Punjab.

[a] Targets specified are cumulative.

[b] Gender-sensitive features include secure female dorms, provision of childcare facilities, and modern sanitation (at least 2:1 ratio toilets for women)

Sources: Asian Development Bank and Government of Punjab.

Table 2: Verification Protocols

Disbursement-Linked Indicators	Definition and Description of Achievement[a]	Information Source and Frequency	Verification Agency and Procedure	Verification Time Frame
Outcome: Enhanced availability of an adequately qualified health workforce to fulfill evolving health needs with increased access to employment opportunities for women in the nursing profession.				
DLI 1: At least 800 nursing professionals (of which at least 60% are women) graduated from COE degree programs, specialized courses and faculty development program	Prior Result: A dedicated PIU within SCH&MED is established and staffed. This target is considered achieved when a Notification on the establishment of the PIU is issued by the SHC&MED and all positions specified in the PIU organogram provided in the PID are filled. The notification refers to an official written government document issued by SCH&MED. (i) Definition of terms: Nursing professionals refer to health care professionals who complete any of the following COE programs: BScN, MScN, PhD, specialized course or faculty development. Degree Programs: BScN is a four-year undergraduate degree program in nursing; MScN is a two-year graduate degree program in nursing, PhD is a post-graduate degree program Specialized courses are one-year training programs and include high-demand fields, such as trauma care, oncology, geriatrics, and mental health. Additional specialized courses may be added during program implementation. Faculty development programs are specialized one-year training programs for existing government nursing college faculty. Three (3) COEs will be developed under this RBL and offer cutting-edge curricula, fully digital learning environment, advanced simulation labs, and climate-resilient infrastructure. COEs will serve as degree-conferring institutions and align with global accreditation standards, such as those outlined by	Prior Results: Official copy of Notification on the establishment of the PIU provided by SHC&MED and evidence of full staffing of PIU. SHC&MED's HRMIS[b] to integrate COE and existing government nursing college enrolment and graduate data for all degree programs and courses. HRH Management Unit will have access to this HRMIS data for compilation. Responsible Unit: PIU to obtain data on nursing professionals graduated from COE degree programs and specialized courses from HRH Management Unit PIU will obtain data from HRH Management Unit on a quarterly basis	Prior Result: IVA to be engaged by SCH&MED to verify all prior results. IVA will review the Notification, and for staffing, review pertinent documents (such as contracts) and conduct interviews with staff to confirm whether the PIU is staffed according to the organogram in the PID. IVA to be engaged by SHC&MED. The PIU will provide results in an Annual Progress Report to SHC&MED. IVA will verify PIU reported results based on trained nursing professionals in 2029 and 2030 by accessing relevant data in HRMIS.	SHC&MED shall request verification of results by the IVA before the intended withdrawal application. Within 1 month from receipt of IVA results verification report, ADB will review the report and confirm if the DLI target is achieved or partially achieved.

<table>
<tr><th>Disbursement-Linked Indicators</th><th>Definition and Description of Achievement[a]</th><th>Information Source and Frequency</th><th>Verification Agency and Procedure</th><th>Verification Time Frame</th></tr>
<tr><td></td><td>the WHO and NLN. (See DLI 6).

(ii) Calculation method

The total number of nursing professionals who graduate from any of the following (i) degree program (ii) specialized course or (iii) faculty development program, from any of the 3 COEs to be developed under this RBL.

(iii) Reporting on the indicator will be disaggregated by COE and gender.</td><td></td><td></td><td></td></tr>
<tr><td></td><td>(iv) Baseline and target values:
<table><tr><td>Baseline</td><td>NA</td></tr><tr><td>Prior Result</td><td>PIU notified and staffed</td></tr><tr><td>Target Value 2026</td><td></td></tr><tr><td>Target Value 2027</td><td></td></tr><tr><td>Target Value 2028</td><td></td></tr><tr><td>Target Value 2029</td><td>≥300</td></tr><tr><td>Target Value 2030</td><td>≥800</td></tr></table>At least 60% of the target value are women.

(v) Partial achievement: For 2029 and 2030, subject to achievement of a minimum of 60% of the target value, disbursement can be proportional to the results achieved. For example, the target value for graduated nurses in 2029 is ≥300 nurses; for achieving 60% of this target (i.e. 180 nurses), 60% of the earmarked amount for target value in 2029 will be released.</td><td></td><td></td><td></td></tr>
</table>

Disbursement-Linked Indicators	Definition and Description of Achievement[a]	Information Source and Frequency	Verification Agency and Procedure	Verification Time Frame
DLI 2: COE student and faculty quality assessment scores improved by at least 2 percentage points	(i) Definition of terms: Quality assessments involve evaluating various aspects of COEs, including the curriculum, teaching methods, clinical placements and student outcomes, to identify areas for improvement and ensure the COEs meet established standards. Quality assessments will be conducted by a qualified third-party firm, which is competitively commissioned by PIU. The firm will be responsible to (i) develop and (ii) conduct the quality assessments at each COEs at the end of the academic years in 2029 and 2030 (i.e. 6 quality assessments in total). Details on the (i) selection criteria of students and (ii) faculty and (iii) procedures for conducting quality assessments and (iv) scoring are provided in the Punjab Nursing Education Capacity Building PC-1 (See DLI 3).	Data source: Quality assessments of COE students and faculty to be conducted by third-party firm commissioned by PIU. The firm will provide annual reports to PIU on quality assessment results. Responsible Unit: PIU to obtain and review annual reports conducted by a third-party firm.	IVA to be engaged by SHC&MED. The PIU will provide results in an Annual Progress Report to SHC&MED. IVA will verify achievement by reviewing the third-party firm reports and PIU annual reports and conducting interviews with staff and faculty that participated in the quality assessments in 2029 and 2030.	SHC&MED shall request verification of results by the IVA before the intended withdrawal application. Within 1 month from receipt of IVA results verification report, ADB will review the report and confirm if the DLI target is achieved.
	A composite score will be calculated based on the assessment results of COE (i) students enrolled in BScN and MScN degree programs and (ii) faculty imparting BScN and MScN education. The baseline composite score in each COEs will be established in 2029. For 2030, the target is considered achieved when composite scores increase by at least 2 percentage points relative to the baseline composite score at each COE. (ii) Calculation method Weightage will be applied to student assessment results will be 60% and for faculty assessment it will be 40%. At each COE, the composite score will be calculated as follows:			

<table>
<tr><th>Disbursement-Linked Indicators</th><th>Definition and Description of Achievement[a]</th><th>Information Source and Frequency</th><th>Verification Agency and Procedure</th><th>Verification Time Frame</th></tr>
<tr><td></td><td>(Average BScN and MScN student assessment score multiplied by 60%) + (Average BScN and MScN faculty assessment score multiplied by 40%) = composite score at COE

(iii) Baseline and target values:
<table><tr><td>Baseline</td><td>NA</td></tr><tr><td>Target Value 2026</td><td></td></tr><tr><td>Target Value 2027</td><td></td></tr><tr><td>Target Value 2028</td><td></td></tr><tr><td>Target Value 2029</td><td>Baseline composite score established at each COE</td></tr><tr><td>Target Value 2030</td><td>≥2 percentage points relative to the baseline composite score at each COE</td></tr></table>
(iv) Partial achievement: Not applicable for this DLI.</td><td></td><td></td><td></td></tr>
<tr><td colspan="5">Output 1: Quality of nursing professionals (predominantly female) improved</td></tr>
<tr><td>DLI 3: Nursing education faculty strengthened

a. At least 15 nursing education leaders (of which at least 80% are women) enrolled in eligible international PhD programs</td><td>Prior Result: Punjab Nursing Education Capacity Building PC-1 developed by SHC&MED and approved by Punjab Planning and Development Board. The (i) selection criteria, (ii) process of sponsorship (see DLIs 3a and 3b) and of training placement (see DLI 3c), and (iii) eligible international PhD programs (see DLI 3a), eligible MScN programs (see DLI 3b) and eligible specialized programs (see DLI 3c) are provided in the Punjab Nursing Education Capacity Building PC-1.Further, the Punjab Nursing Education Capacity Building PC-1 will provide the following: (i) criteria for enrolment in BScN and MScN</td><td>Prior Result: Official copy of Notification including official copy of the approved Punjab Nursing Education Capacity Building PC-1 provided by SHC&MED

SHC&MED’s HRMIS to include data on nursing educators enrolled in eligible PhD programs. The HRH Management</td><td>Prior Result: IVA to be engaged by SCH&MED to verify all prior results. IVA will review the Notification and official copy of the approved Punjab Nursing Education Reform and Capacity Building PC-1.

IVA to be engaged by SHC&MED. The PIU will provide results in</td><td>SHC&MED shall request verification of results by the IVA before the intended withdrawal application.

Within 1 month from receipt of IVA results verification report, ADB will review the report and confirm if the DLI target is achieved or partially achieved.</td></tr>
</table>

Disbursement-Linked Indicators	Definition and Description of Achievement[a]	Information Source and Frequency	Verification Agency and Procedure	Verification Time Frame
	degree programs in COEs (see DLI 4) and (ii) criteria for nursing student selection criteria (see DLI 5). It will also include details on the (i) selection criteria of students and (ii) faculty and (iii) procedures for conducting quality assessments (DLI 2). (i) Definition of terms: To prepare a cadre of qualified nursing education leaders for induction at COEs, existing senior nursing educators in government nursing colleges will be sponsored (i.e. provided financial support) by SHC&MED to pursue PhD degrees from eligible international institutions. Nursing educators refer to nursing teaching staff in existing 44 government nursing colleges in Punjab listed in the Punjab Nursing Education Capacity Building PC-1 Nursing education leaders are senior nursing educators exhibiting at least 5 years of experience in academic leadership (e.g. dean, associate dean, principal or vice principal) in a nursing college. Existing nursing educators in Punjab will be eligible to apply for specified international PhD programs. Educators will need to secure admission to eligible programs independently. The (i) selection criteria, (ii) process of sponsorship, and (iii) eligible international PhD programs are provided in the Punjab Nursing Education Capacity Building PC-1. (ii) Calculation method The total number of nursing education leaders enrolled in eligible international PhD programs in accordance with the selection, process, and eligibility requirements of the Punjab Nursing Education Capacity Building PC-1.	Unit will have access to this data. Responsible Unit: PIU to obtain data on trained management personnel from the HRH Management Unit PIU will obtain data from HRH Management Unit on a quarterly basis	an Annual Progress Report to SHC&MED. IVA will verify PIU reported results based on enrolled educators in PhD programs in 2026, 2027 and 2028 by accessing relevant data in HRMIS and conducting interviews with enrolled nursing educators.	

<table>
<tr><th>Disbursement-Linked Indicators</th><th>Definition and Description of Achievement[a]</th><th>Information Source and Frequency</th><th>Verification Agency and Procedure</th><th>Verification Time Frame</th></tr>
<tr><td></td><td>(iii) Reporting on the indicator will be disaggregated by gender.

(iv) Baseline and target values:

<table><tr><td>Baseline</td><td>NA</td></tr><tr><td>Prior Result</td><td>Punjab Nursing Education Reform and Capacity Building PC-1 approved</td></tr><tr><td>Target Value 2026</td><td>≥5 Nursing educators enrolled in international PhD programs</td></tr><tr><td>Target Value 2027</td><td>≥10 Nursing educators enrolled in international PhD programs</td></tr><tr><td>Target Value 2028</td><td>≥15 Nursing educators enrolled in international PhD programs</td></tr><tr><td>Target Value 2029</td><td></td></tr><tr><td>Target Value 2030</td><td></td></tr></table>At least 80% of the target value are women.

(v) Partial achievement: Subject to achievement of a minimum of 60% of the target value, disbursement can be proportional to the results achieved. See example in DLI 1.</td><td></td><td></td><td></td></tr>
<tr><td>b. At least 45 nursing educators (of which at least 80% are women) sponsored to pursue MScN</td><td>(i) Definition of terms:

To prepare a cadre of qualified nursing educators for induction at COEs, existing nursing educators in government nursing colleges will be sponsored (i.e. provided financial support) by SHC&MED to pursue</td><td>Data source: SHC&MED’s HRMIS to include data on financial support provided to nursing educators to pursue</td><td>IVA to be engaged by SHC&MED. The PIU will provide results in an Annual Progress Report to SHC&MED. IVA will verify PIU</td><td>SHC&MED shall request verification of results by the IVA before the intended withdrawal application.

Within 1 month from receipt of IVA</td></tr>
</table>

<table>
<tr><th>Disbursement-Linked Indicators</th><th>Definition and Description of Achievement[a]</th><th>Information Source and Frequency</th><th>Verification Agency and Procedure</th><th>Verification Time Frame</th></tr>
<tr>
<td>degrees from accredited national institutions</td>
<td>MScN degrees from accredited national institutions.

Nursing educators will need to secure admission to eligible programs independently. The (i) selection criteria, (ii) process of sponsorship and (iii) eligible MScN programs are provided in the Punjab Nursing Education Reform and Capacity Building PC-1.

(ii) Calculation method

The total number of nursing educators provided with financial support to pursue MScN degrees in accordance with the selection, process, and eligibility requirements of the Punjab Nursing Education Capacity Building PC-1

(iii) Reporting on the indicator will be disaggregated by gender and COE.

(iv) Baseline and target values:

<table>
<tr><td>Baseline</td><td>NA</td></tr>
<tr><td>Target Value 2026</td><td>≥15 nursing educators supported</td></tr>
<tr><td>Target Value 2027</td><td>≥30 nursing educators supported</td></tr>
<tr><td>Target Value 2028</td><td>≥45 nursing educators supported</td></tr>
<tr><td>Target Value 2029</td><td></td></tr>
<tr><td>Target Value 2030</td><td></td></tr>
</table>
At least 80% of the target value are women.

(v) Partial achievement: Subject to achievement of a minimum of 60% of the target value, disbursement can be proportional to the results achieved. See example in DLI 1.</td>
<td>MScN degrees. The HRH Management Unit will have access to this data.

Responsible Unit:
PIU to obtain data on nursing educators provided with financial support from the HRH Management Unit

PIU will obtain data from HRH Management Unit on a quarterly basis</td>
<td>reported results based on financially supported nursing educators in 2026, 2027 and 2028 by accessing relevant data in HRMIS, reviewing selection criteria in the Punjab Nursing Education Reform and Capacity Building PC-1 and conducting interviews with nursing educators.</td>
<td>results verification report, ADB will review the report and confirm if the DLI target is achieved or partially achieved.</td>
</tr>
</table>

<table>
<tr><th>Disbursement-Linked Indicators</th><th>Definition and Description of Achievement[a]</th><th>Information Source and Frequency</th><th>Verification Agency and Procedure</th><th>Verification Time Frame</th></tr>
<tr>
<td>c. At least 150 nursing educators (of which at least 80% are women) from government nursing colleges completed COE faculty development program training</td>
<td>(i) Definition of terms:

Faculty development training programs are specialized one-year training programs offered at COEs for existing government nursing college educators.

The (i) selection criteria, (ii) process of training placement and (iii) eligible specialized programs are provided in the Punjab Nursing Education Capacity Building PC-1.

(ii) Calculation method

The total number of nursing educators who completed the faculty development program training from any of the 3 COEs in accordance with the selection, process, and eligibility requirements of the Punjab Nursing Education Capacity Building PC-1.

(iii) Reporting on the indicator will be disaggregated by gender and COE.

(iv) Baseline and target values:

<table>
<tr><td>Baseline</td><td>NA</td></tr>
<tr><td>Target Value 2026</td><td></td></tr>
<tr><td>Target Value 2027</td><td></td></tr>
<tr><td>Target Value 2028</td><td></td></tr>
<tr><td>Target Value 2029</td><td>≥50</td></tr>
<tr><td>Target Value 2030</td><td>≥150</td></tr>
</table>
At least 80% of the target value are women.</td>
<td>Data source:
SHC&MED’s HRMIS to integrate COE and existing government nursing college enrolment and graduate data for all degree programs, specialized courses and faculty development programs. The HRH Management Unit will have access to this data.

Responsible Unit:
PIU to obtain data on nursing educators trained in COE faculty development program from the HRH Management Unit

PIU will obtain data from HRH Management Unit on a quarterly basis</td>
<td>IVA to be engaged by SHC&MED. The PIU will provide results in an Annual Progress Report to SHC&MED. IVA will verify PIU reported results based on trained nursing educators in 2029 and 2030 by accessing relevant data in HRMIS and conducting interviews with nursing educators.</td>
<td>SHC&MED shall request verification of results by the IVA before the intended withdrawal application.

Within 1 month from receipt of IVA results verification report, ADB will review the report and confirm if the DLI target is achieved or partially achieved.</td>
</tr>
</table>

Disbursement-Linked Indicators	Definition and Description of Achievement[a]	Information Source and Frequency	Verification Agency and Procedure	Verification Time Frame
	(v) Partial achievement: Subject to achievement of a minimum of 60% of the target value, disbursement can be proportional to the results achieved. See example in DLI 1.			
DLI 4: Nursing students enrolled in COE degree programs a. At least 800 nursing students (of which at least 80% are women) enrolled in COE BScN program b. At least 100 nursing students (of which at least 60% are women) enrolled in	(i) Definition of terms: Nursing students are individuals enrolled in COE nursing degree programs (i.e. BScN, MScN or PhD). Enrolled refers to being officially registered as a student at a COE. Enrolment criteria will be provided in the Punjab Nursing Education Capacity Building PC-1. BScN refers to the four-year undergraduate Bachelor of Science in Nursing degree offered at COEs established under the RBL. MScN refers to the two-year graduate Master of Science in Nursing degree offered at COEs established under the RBL. (ii) Calculation method: a. The total number of enrolled students in BScN program offered at 3 COEs in accordance with the enrolment criteria of the Punjab Nursing Education Capacity Building PC-1. b. The total number of enrolled students in MScN program offered at 3 COEs in accordance with the enrolment criteria of the Punjab Nursing Education Capacity Building PC-1. (iii) Reporting on the indicator will be disaggregated by gender level and COE.	Data source: SHC&MED's HRMIS to integrate COE and existing government nursing college enrolment and graduate data for all degree programs and courses. The HRH Management Unit will have access to this data. Responsible Unit: PIU to obtain data on enrolled nursing students in COE BScN and MScN programs from HRH Management Unit PIU will obtain data from HRH Management Unit on a quarterly basis	IVA to be engaged by SHC&MED. The PIU will provide results in an Annual Progress Report to SHC&MED. IVA will verify PIU reported results based on enrolled nursing students at COE BScN and MScN programs in 2029 and 2030 by accessing relevant data in HRMIS. IVA will also conduct COE visits to review enrolment records, conduct spot-checks and interviews with staff and students on an annual basis.	SHC&MED shall request verification of results by the IVA before the intended withdrawal application. Within 1 month from receipt of IVA results verification report, ADB will review the report and confirm if the DLI target is achieved or partially achieved.

<table>
<tr><th>Disbursement-Linked Indicators</th><th>Definition and Description of Achievement[a]</th><th>Information Source and Frequency</th><th>Verification Agency and Procedure</th><th>Verification Time Frame</th></tr>
<tr><td>COE MScN program</td><td>(iv) Baseline and target values:
a.<table><tr><td>Baseline</td><td>NA</td></tr><tr><td>Target Value 2026</td><td></td></tr><tr><td>Target Value 2027</td><td></td></tr><tr><td>Target Value 2028</td><td></td></tr><tr><td>Target Value 2029</td><td>≥300</td></tr><tr><td>Target Value 2030</td><td>≥800</td></tr></table>At least 80% of the target value are women.

b.<table><tr><td>Baseline</td><td>NA</td></tr><tr><td>Target Value 2026</td><td></td></tr><tr><td>Target Value 2027</td><td></td></tr><tr><td>Target Value 2028</td><td></td></tr><tr><td>Target Value 2029</td><td>≥40</td></tr><tr><td>Target Value 2030</td><td>≥100</td></tr></table>At least 60% of the target value are women.

(v) Partial achievement: Subject to achievement of a minimum of 60% of the target value, disbursement can be proportional to the results achieved. See example in DLI 1.</td><td></td><td></td><td></td></tr>
<tr><td>DLI 5: International participation certificates in public health,</td><td>(i) Definition of terms:

Nursing students are individuals enrolled in COE programs. Enrolled refers to being officially registered as a student at a COE established under the RBL.</td><td>Data source: SHC&MED’s HRMIS to integrate COE nursing students’ international participation certificate</td><td>IVA to be engaged by SHC&MED. The PIU will provide results in an Annual Progress Report to SHC&MED.</td><td>SHC&MED shall request verification of results by the IVA before the intended withdrawal application.</td></tr>
</table>

<table>
<tr><th>Disbursement-Linked Indicators</th><th>Definition and Description of Achievement[a]</th><th>Information Source and Frequency</th><th>Verification Agency and Procedure</th><th>Verification Time Frame</th></tr>
<tr>
<td>health security or elderly care obtained by at least 150 COE nursing students (of which at least 60% are women)</td>
<td>COEs will offer short (1–2 weeks) international training opportunities in public health, health security or elderly care to facilitate regional knowledge exchange. Training delivery can include classroom sessions or online modules. Students would receive participation certificates issued by the partner universities (for example Tianjin Medical University International Medical School and Tianjin University).

Nursing student selection criteria for participation will be provided in the Punjab Nursing Education Capacity Building PC-1.

(ii) Calculation method

The total number of students who obtain an international participation certificate from partner universities in accordance with the selection criteria of the Punjab Nursing Education Capacity Building PC-1.

(iii) Reporting on the indicator will be disaggregated by gender and COE.

(iv) Baseline and target values:

<table>
<tr><td>Baseline</td><td>0</td></tr>
<tr><td>Target Value 2026</td><td></td></tr>
<tr><td>Target Value 2027</td><td></td></tr>
<tr><td>Target Value 2028</td><td></td></tr>
<tr><td>Target Value 2029</td><td>≥50</td></tr>
<tr><td>Target Value 2030</td><td>≥150</td></tr>
</table>
At least 60% of the target value are women.</td>
<td>data including digital copies of certificates. The HRH Management Unit will have access to this data.

Responsible Unit:
PIU to obtain data on nursing students who obtain international participation certificates from HRH Management Unit.

PIU will obtain data from HRH Management Unit on a quarterly basis</td>
<td>IVA will verify PIU reported results based on nursing students obtaining international certifications in 2029 and 2030 by accessing relevant data in HRMIS. IVA will conduct short interviews with all nursing students who complete the international certification and obtain digital copies of their certificate.</td>
<td>Within 1 month from receipt of IVA results verification report, ADB will review the report and confirm if the DLI target is achieved or partially achieved.</td>
</tr>
</table>

Disbursement-Linked Indicators	Definition and Description of Achievement[a]	Information Source and Frequency	Verification Agency and Procedure	Verification Time Frame
	(v) Partial achievement: Subject to achievement of a minimum of 50% of the target value, disbursement can be proportional to the results achieved. For example, the target value for certified students in 2029 is ≥50; for achieving 50% of this target (i.e. 25 students or nurses), 50% of the earmarked amount for target value in 2029 will be released.			
Output 2: Climate resilient and gender sensitive Centers of Excellence for nursing education established				
DLI 6: Three (3) climate resilient and gender sensitive COEs for nursing education constructed	(i) Definition of terms Under this RBL, three (3) COEs will be established (one each in Lahore, Multan and Rawalpindi). COEs will offer cutting-edge curricula, fully digital learning environments, advanced simulation labs, and climate-resilient infrastructure. They will also serve as degree-conferring institutions, and align with global accreditation standards, such as those outlined by WHO and NLN. Complete description of COEs is provided in the Punjab Nursing Education Reform and Capacity Building Policy 2025–30. COEs will be constructed as per design specifications provided by IDAP. These specifications will include climate resilience and energy efficient features to achieve LEED Gold Certification (preferred), or a minimum of LEED Silver Certification is required for academic and student center buildings[c]. To enable LEED certification, PIU will initiate the LEED process in 2026 upon finalization of design specifications as specified in the PID. Design specifications will include gender-sensitive features such as well-lit and secure public spaces, daycare provision, secure access points and female hostels.	Data Source: IDAP will provide detailed engineering design specifications and Master BOQs for the three COEs. It will be responsible for the overall project management of COE construction, ensuring timely delivery and compliance with technical standards, providing quarterly reports to PIU on COE construction progress and a final report upon completion. Contractor's paid IPCs will be the primary data source for this DLI. Responsible Unit: PIU will obtain quarterly reports from the IDAP on COE construction progress and undertake quarterly visits to monitor results. PIU will monitor financial	IVA will be engaged by SHC&MED to verify achievement of targets by reviewing financial payments made against the IPCs submitted by contractors and verified by IDAP, as per applicable conditions of the respective contracts. It will also review design specifications, BOQ, awarded contracts, progress reports and completion reports provided by the IDAP to the PIU. The IVA will conduct COE site visits to verify progress and completion,	SHC&MED shall request verification of results by the IVA before the intended withdrawal application. Within 1 month from receipt of IVA results verification report, ADB will review the report and confirm if the DLI target is achieved or partially achieved.

Disbursement-Linked Indicators	Definition and Description of Achievement[a]	Information Source and Frequency	Verification Agency and Procedure	Verification Time Frame
	Master BOQ for construction will be developed by IDAP specifying milestones (quantified in terms of the percentage of works completed) aligned to the design specifications and payment schedule to track construction progress. The IDAP will be responsible for the overall project management of COE construction, ensuring timely delivery and compliance with technical standards. The IDAP, through its design wing or commissioned architecture consultant will prepare the BOQ. Further, the IDAP will prepare bidding documents and select third-party contractors according to PPRA rules. Constructed refers to complete design, construction and finishing of functional buildings. IPC refers to a document issued during a construction project to certify the amount due to a contractor for work completed up to a specific date. (ii) Calculation method For 2026: total number of contracts awarded for construction of 3 COEs For 2027 and 2028: the numerator is the sum of all IPCs paid including (i) amount paid post verification by IDAP and net of deduction and/or retention, (ii) mobilization advance and its subsequent adjustments, and (iii) impact of any variation orders and price escalations and the denominator is sum of the contract awards of all three civil works packages at the time of DLI verification by the IVA inclusive of variation orders and price escalations.	progress based on IPCs paid.		

<table>
<tr><th>Disbursement-Linked Indicators</th><th>Definition and Description of Achievement[a]</th><th>Information Source and Frequency</th><th>Verification Agency and Procedure</th><th>Verification Time Frame</th></tr>
<tr><td></td><td>(iii) Baseline and target values:

<table><tr><td>Baseline</td><td>NA</td></tr><tr><td>Target Value 2026</td><td>Works awarded for development of 3 COEs to contractors</td></tr><tr><td>Target Value 2027</td><td>At least 30% financial progress achieved at 3 COEs on aggregate basis</td></tr><tr><td>Target Value 2028</td><td>100% of financial progress achieved at 3 COEs on aggregate basis</td></tr><tr><td>Target Value 2029</td><td></td></tr><tr><td>Target Value 2030</td><td></td></tr></table>
(iv) Partial achievement: Subject to achievement of a minimum of 60% of the target value, disbursement can be proportional to the results achieved. See example in DLI 1.</td><td></td><td></td><td></td></tr>
<tr><td>DLI 7: Three (3) COEs furnished with modern equipment and digital infrastructure</td><td>(i) Definition of terms:

COEs will be equipped per equipment and digital infrastructure specifications and quantities developed by SHC&MED provided in PC-1 for the Punjab Nursing and Health Workforce Program. Equipment and digital infrastructure will be procured by the PIU according to PPRA rules.

(ii) Calculation method

For 2026: Finalized equipment and digital infrastructure specifications provided in the PC-1</td><td>Data Source: (i) Finalized equipment and digital infrastructure specifications in PC-1 and (ii) purchase orders from PIU.

Responsible Unit:
PIU to prepare quarterly procurement reports.</td><td>IVA to be engaged by SHC&MED. For 2026 to 2029, IVA will verify achievement by reviewing equipment and digital infrastructure specifications in PC-1, Purchase Orders and PIU reports and for 2028 to 2029, also conduct spot checks and interviews with faculty and staff in 3 COEs to confirm</td><td>SHE&MED shall request verification of results by the IVA before the intended withdrawal application.

Within 1 month from receipt of IVA results verification report, ADB will review the report and confirm if the DLI target is achieved or partially achieved.</td></tr>
</table>

<table>
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<tr><td></td><td>For each 2027, 2028 and 2029: The percentage of equipment and digital infrastructure procured will be determined using financial expenditure. The numerator will be the sum of the payments made to the suppliers against purchased equipment and digital infrastructure and the denominator will be the total allocated budget for equipment and digital infrastructure to be procured according to equipment and digital infrastructure specifications under this DLI.

(iii) Baseline and target values

<table><tr><td>Baseline</td><td>NA</td></tr><tr><td>Target Value 2026</td><td>Equipment and digital infrastructure specifications finalized</td></tr><tr><td>Target Value 2027</td><td>At least 30% of equipment and digital infrastructure procured according to specifications</td></tr><tr><td>Target Value 2028</td><td>At least 85% of equipment and digital infrastructure procured according to specifications</td></tr><tr><td>Target Value 2029</td><td>100% of equipment and digital infrastructure procured according to specifications</td></tr><tr><td>Target Value 2030</td><td></td></tr></table>
(iv) Partial achievement for 2027, 2028 and 2029: Subject to achievement of a minimum of 60% of the target value, disbursement can be proportional to the results achieved. See example in DLI 1.</td><td></td><td>provision of equipment and digital infrastructure according to the PC-1.</td><td></td></tr>
</table>

Disbursement-Linked Indicators	Definition and Description of Achievement[a]	Information Source and Frequency	Verification Agency and Procedure	Verification Time Frame
Output 3: Governance and management for health workforce strengthened				
DLI 8: Improved health workforce governance a. COE Governance Framework comprising rules, regulations and policies including workplace gender equality[d] approved by the independent COE Board of Governors of which at least 33% are female members	Prior Result: An independent COE Board of Governors ("Board") is to be established within the SHC&MED to govern the three COEs. The Board is considered established when it is notified by SHC&MED. Notified refers to an official written government document (i.e. Notification) issued by the SHC&MED and staffed according to the composition of the Board as specified in the Punjab Nursing Education Reform and Capacity Building Policy 2025–30. (i) Definition of terms: One (1) Board will be formed to oversee operations and the quality of all three COEs. Composition of the Board and its functions are provided in the Punjab Nursing Education Reform and Capacity Building Policy 2025–30. At least 50% of its members will be women. A governance framework for COEs will be developed by the Board with support from SHC&MED. This framework will comprise rules, regulations and policies pertaining to COE operations. The developed governance framework will be officially notified via Notification issued by the SHC&MED by 2027. (ii) Calculation method For 2026: draft Governance Framework developed For 2027: final Governance Framework notified by SHC&MED	Prior Result: Official copy of Notification on the establishment of the independent COE Board of Governors provided by SHE&MED and evidence of full staffing of the Board from the PIU. Official copies of the (i) draft and (ii) final governance framework comprising rules, regulations and policies developed by the Board of Governors and (iii) Official copy of Notification on the final Governance Framework. Responsible Unit: PIU to provide the official copies of the foregoing documents from the independent COE Board of Governors.	Prior Result: IVA to be engaged by SCH&MED to verify all prior results. IVA will review the notification of the Board of Governors and pertinent documents (such as contracts); it will conduct interviews with Board members to confirm composition according to the Punjab Nursing Education Reform and Capacity Building Policy 2025–30. IVA to be engaged by SHC&MED. IVA will verify achievement by reviewing the (i) draft and (ii) final governance framework comprising rules, regulations and policies, and (iii) the official notification on the Final Governance Framework.	SHC&MED shall request verification of results by the IVA before the intended withdrawal application. Within 1 month from receipt of IVA results verification report, ADB will review the report and confirm if the DLI target is achieved.

<table>
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<tr><td></td><td>(iii) Baseline and target values:

<table><tr><td>Baseline</td><td>NA</td></tr><tr><td>Prior Result</td><td>Board of Governors notified</td></tr><tr><td>Target Value 2026</td><td>Draft Governance Framework developed</td></tr><tr><td>Target Value 2027</td><td>Final Governance Framework notified</td></tr><tr><td>Target Value 2028</td><td></td></tr><tr><td>Target Value 2029</td><td></td></tr><tr><td>Target Value 2030</td><td></td></tr></table>
(iv) Partial achievement: Not applicable for this DLI.</td><td></td><td></td><td></td></tr>
<tr><td>b. A dedicated HRH management unit within SHC&MED to oversee workforce planning, management, and quality assurance functional</td><td>Prior Result: An HRH Management Unit is to be established within the SHC&MED and notified by SHC&MED. Notified refers to an official written government document (i.e. Notification) issued by the SHC&MED. Composition of the HRH Management Unit is specified in the Punjab Nursing Education Reform and Capacity Building Policy 2025–30.

(i) Definition of terms:

The HRH management unit will oversee all human resource for health matters at the provincial level, encompassing policy formulation, strategic planning (e.g. provincial HRH plans), education and training coordination, workforce management and projecting provincial HRH requirements.

The role, structure and functions of the HRH management Unit are provided in the Punjab Nursing Education Reform and Capacity Building Policy 2025–30.</td><td>For Prior Result: Official copy of the Notification on the establishment HRH Management Unit.

Copies of HRH Plans and Report on HRH Projections.

Responsible Unit: PIU to obtain reports from HRH Management Unit annually.</td><td>Prior Result:
IVA to be engaged by SCH&MED to verify all prior results. IVA will review the notification on the HRH Management Unit and pertinent documents (such as contracts); it will conduct interviews with unit staff to confirm composition according to the Punjab Nursing Education Reform and Capacity Building Policy 2025–30.

IVA to be engaged by SHC&MED. IVA will verify achievement by reviewing the HRH Plans and Report on HRH Projections.</td><td>SHC&MED shall request verification of results by the IVA before the intended withdrawal application.

Within 1 month from receipt of IVA results verification report, ADB will review the report and confirm if the DLI target is achieved.</td></tr>
</table>

<table>
<tr><th>Disbursement-Linked Indicators</th><th>Definition and Description of Achievement[a]</th><th>Information Source and Frequency</th><th>Verification Agency and Procedure</th><th>Verification Time Frame</th></tr>
<tr><td></td><td>(ii) Calculation method

For 2027: Provincial HRH Plans
For 2028: Report on projections for provincial requirements of HRH

(iii) Baseline and target values:

<table><tr><td>Baseline</td><td>N/A</td></tr><tr><td>Prior Result</td><td>HRH Management Unit notified</td></tr><tr><td>Target Value 2026</td><td>Provincial HRH Plans developed</td></tr><tr><td>Target Value 2027</td><td>Report on projections for provincial requirements of HRH</td></tr><tr><td>Target Value 2028</td><td></td></tr><tr><td>Target Value 2029</td><td></td></tr><tr><td>Target Value 2030</td><td></td></tr></table>
(iv) Partial achievement: Not applicable for this DLI.</td><td></td><td></td><td></td></tr>
</table>

ADB = Asian Development Bank, BoQ = bill of quantities, BScN = Bachelor of Science in Nursing, CPD = continuous professional development, COE = center of excellence, DLI = disbursement-linked indicator, HRH = human resources for health, HRMIS = human resources management information system, IDAP = Infrastructure Development Authority of Punjab, IPC = interim payment certificates, IVA = independent verification agency, LEED = Leadership in Energy and Environmental Design, MScN = Master of Science in Nursing, NA = not applicable, NLN = National League for Nursing, PC-1 = Planning Commission Form-I, PhD = Doctor of Philosophy, PID= Project Implementation Document, PIU = program implementation unit, PPRA = Public Procurement Regulatory Authority, RBL = results-based lending, SHC&MED = Specialized Healthcare and Medical Education Department of Punjab.

[a] Targets specified are cumulative

[b] Data related to healthcare professionals including doctors and nurses staffed at the specialized and tertiary healthcare facilities as well as at medical universities and nursing colleges is digitally compiled in the HRMIS. The HRMIS will be expanded to (i) capture data specific to selected DLIs and DMF during the first year of implementation of the RBL program. The IT Cell, housed at SHC&MED, is the custodian of the data and responsible for ensuring its compilation, updating and sharing with the department.

[c] The project aims to pursue LEED certification under the LEED BD+C v5 rating system for the construction of the COEs. LEED is a globally recognized green building certification program that promotes sustainable building strategies across several key categories. The project is aiming for LEED Gold certification (60–79 points), reflecting operating energy efficiencies of at least 35% per year. LEED Silver certification (50–59 points) is a minimum acceptable outcome. Further details on LEED certification process are provided in the PID.

[d] In a predominantly female nursing sector, promoting workplace gender equality requires addressing structural barriers such as undervaluation of work, limited leadership, and exposure to harassment. The project includes workplace gender equality through: equitable career pathways [faculty development, international certification, HRH unit], professional recognition [competency based certification and faculty development], safe workplaces [zero tolerance policy for basement and GBV, backed by confidential reporting and grievance mechanism], supportive infrastructure [female only dormitories, on-site childcare], and women's representation in governance [33% female representation on COE board].

Note: Disbursements are allowed for early or late achievement of all DLIs. This means that the planned disbursement amount for a given year can be released when the target is fully achieved, even if the achievement is a year or later late, so long as the achievement is on or before the program completion date.

Source: Asian Development Bank.

Table 3: Disbursement Schedule

($ million)

Disbursement-Linked Indicators	Total ADB Financing Allocation	Share of Total ADB Financing (%)	{Financing for Prior Results}	2026	2027	2028	2029	2030
Outcome: Enhanced availability of an adequately qualified nursing workforce to meet evolving health needs with increased access to employment opportunities for women in the nursing profession								
DLI 1: At least 800 nursing professionals (of which at least 60% are women) graduated from COE degree programs, specialized courses and faculty development program	6.5	4.33%	2.5	0.0	0.0	0.0	1.5	2.5
DLI 2: COE student and faculty quality assessment scores improved by at least 2 percentage points	2.0	1.33%		0.0	0.0	0.0	1.0	1.0
Output 1: Quality of nursing professionals improved								
DLI 3: Nursing education faculty strengthened a. At least 15 nursing education leaders (of which at least 80% are women) enrolled in eligible international PhD programs	3.5	2.33%	2.0	0.5	0.5	0.5	0.0	0.0
b. At least 45 nursing educators (of which at least 80% are women) financially supported to pursue MSN degrees from accredited national institutions	1.5	1.00%		0.5	0.5	0.5	0.0	0.0
c. At least 150 nursing educators (of which at least 80% are women) from government nursing colleges complete COE faculty development program training	3.0	2.00%		0.0	0.0	0.0	1.0	2.0
DLI 4: Nursing students enrolled in COE degree programs a. At least 800 nursing students (of which at least 80% are women) enrolled in COE BSN program	6.0	4.00%		0.0	0.0	0.0	2.5	3.5
b. At least 100 nursing students (of which at least 60% are women) enrolled in COE MSN program	4.0	2.67%		0.0	0.0	0.0	1.5	2.5
DLI 5: International participation certificates in public health, health security or elderly care obtained by at least 150 COE	3.0	2.00%		0.0	0.0	0.0	1.0	2.0

Disbursement-Linked Indicators	Total ADB Financing Allocation	Share of Total ADB Financing (%)	{Financing for Prior Results}	2026	2027	2028	2029	2030
nursing students (of which at least 60% women)								
Output 2: Climate resilient and gender sensitive Centers of Excellence for nursing education established.								
DLI 6: Three (3) climate-resilient and gender-sensitive COEs for nursing education constructed	80.0	53.33%		8.0	24.0	48.0	0.0	0.0
DLI 7: Three (3) COEs furnished with modern equipment and digital infrastructure	35.0	23.33%		4.0	12.0	16.0	3.0	0.0
Output 3: Governance and management for health workforce strengthened								
DLI 8: Improved Health workforce governance a. COE Governance Framework comprising rules, regulations and policies including workplace gender equality[a] approved by the independent COE Board of Governors of which at least 33% are female members	3.0	2.00%	1.5	1.0	0.5	0.0	0.0	0.0
b. A dedicated HRH management unit within SHC&MED to oversee workforce planning, management, and quality assurance functional	2.5	1.67%	1.5	0.5	0.5	0.0	0.0	0.0
Total	150.0	**100.0**	7.5	**14.5**	**38.0**	**65.0**	**11.5**	**13.5**

BScN = Bachelor of Science in Nursing, COE = center of excellence, DLI = disbursement-linked indicator, HRH = human resources for health, MScN = Master of Science in Nursing, NA = not applicable, PhD = Doctor of Philosophy, SHC&MED = Specialized Healthcare and Medical Education Department.

[a] In a predominantly female nursing sector, promoting workplace gender equality requires addressing structural barriers such as undervaluation of work, limited leadership, and exposure to harassment. The project includes workplace gender equality through: equitable career pathways [faculty development, international certification, HRH unit], professional recognition [competency based certification and faculty development], safe workplaces [zero tolerance policy for basement and GBV, backed by confidential reporting and grievance mechanism], supportive infrastructure [female only dormitories, on-site childcare], and women's representation in governance [33% female representation on COE board].

Source: Asian Development Bank.