

GENDER ACTION PLAN

Activity	Performance Indicators/Targets
Output 1: Energy efficient power generators operational in Takhiatash Thermal Power Plant (TPP)	
The gender specialist at the project management unit (PMU), with the assistance of a social and gender specialist, will undertake time-use survey and customer satisfaction survey at beginning and after project implementation to identify how much time is saved by women through freedom from drudgery by use of electrical appliances (i.e. washing machines, refrigerators).	At least 10% improvement from the benchmark level of satisfaction identified at the beginning of the project implementation. Time spent by women on laundry reduced by 40% for those utilizing the community social services center. (baseline for both from the initial time survey)
The PMU recruits a social and gender specialist/focal person by 2014. Responsibility includes: <ul style="list-style-type: none"> • monitor and evaluate, as well as collect sex-disaggregated data; • build gender awareness at the Takhiatash TPP, through targeted capacity development and training; and • develop and apply a gender-equal number resource management strategy at Uzbekenergo; promote gender-responsive corporate social responsibility. 	A social and gender specialist/focal person is designated in PMU. The GAP implementation progress matrix will be included in the project quarterly progress reports during project implementation.
Output 2: Enhanced Uzbekenergo's capacity to become commercially bankable	
Tariff analysis and training developed and delivered by 2017.	At least 20% of training participants are female employees of Uzbekenergo.
Key performance indicator developed and introduced by 2017.	Key performance indicator includes gender equality targets
Output 3: Social Development: community social service center and housing developed	
Community social service center constructed and operational by 2018.	At least 20 new jobs (50% of new jobs) created in the social service center are for women. Access to the improved health care services for Takhiatash TPP employees and community increased.
Dry-cleaning, laundry and carpet-cleaning facilities constructed and equipped by 2018.	At least 20 new jobs (50% of new jobs) are for women. Percentage of women using washing machines increased from current 2% to at

	<p>least 20%.</p> <p>Time spent by women on laundry reduced by 40% for those utilizing the community social service center.</p> <p>The community social center is open to the 50,000 people of Takhiatash.</p> <p>(baseline for both from the initial time survey but estimated at 10 hours per week)</p>
<p>Community outreach campaigns and trainings for youth are conducted.</p>	<p>Eight Makhalla Advisors attended training of trainers (TOT) on (i) hygiene promotion, (ii) efficient energy use and (iii) gender and development (GAD) awareness.</p> <p>1,500 leaflets and distribution materials on hygiene, GAD basics and efficient energy use developed and distributed to eight Makhallas in the project area.</p> <p>Training modules on: (i) hygiene promotion, (ii) efficient energy use and (iii) GAD awareness developed.</p> <p>Training of trainers for the teachers in three colleges and nine schools conducted (at least 24 teachers trained).</p> <p>Regular trainings in three colleges and nine schools conducted for students with 50x50 boy and girls trainings participants.</p>

GAD = gender and development, PMU = project management unit, TOT = training of trainers, TPP = thermal power plant.

Source: Asian Development Bank.