

GENDER ACTION PLAN

Gender Activities/ Action	Performance Indicators/ Targets	Responsibility	Timeline
Output 1. Inclusive municipal and tourist infrastructure and services provided.			
1.1 Include women-friendly design features in public spaces	1.1.1. New or improved public parks and green spaces in Djizzak, Khiva, and Havast to cope with extreme heatwaves including new greenway in Khiva, new park in Havast, and improved neighborhood open spaces in Djizzak with EWCD features. ^a (2021 baseline: 0) 1.1.2. New visitor center with digital museum, and cycle facility, EWCD and women-friendly features constructed in Khiva. (2021 baseline: 0) ^b 1.1.3. Survey results show that 80% of women using the new public spaces feel safe. (2021 baseline: NA) 1.1.4. New multifunctional community center with livelihood training facility with green building designs with EWCD features ^c constructed in Havast. (2021 baseline: 0)	Djizzak, Khiva and Havast khokimiyat, PIU with support from UGISC and RCIF TA consultant	2026
Output 2. Climate-resilient drinking water, sanitation, and solid waste services enhanced with smart systems.			
2.1. Improve women’s access to WASH infrastructure and services	2.1.1. Rehabilitated or new household metered water connections installed for 992 residential buildings in two pilot mahallas (Ittifoq, Dustlik) in Djizzak. (2021 baseline: 0) 2.1.2. Five public toilets constructed with hand washing facilities (at least 50% are for females, and include universally accessible toilet) in Djizzak (2021 baseline: 0)	Djizzak and Havast khokimiyat, PIU with support from WASH+H TA consultant.	2026
2.2. Conduct behavior change campaigns on water, health, and sanitation, with community- based organizations	2.2.1. At least 80% of end line survey respondents of local government and utility staff (including 30% women) in project cities and tourism enterprises in Khiva reported on improved awareness on improved 3R, IPC and WASH+H approaches. (2021 baseline: 0) ^d 2.2.2. At least 8 community awareness campaigns to promote “clean and green city” concept conducted. Target 50% of households in each project city, with at least one woman attending from each household. (2021 baseline: 0) 2.2.3. At least 100 staff of the tourism facilities (40% women) in Khiva increased skills and knowledge of health and safety protocols on COVID-19 prevention. (2021 baseline: 0)	City Khokimiyats CSO PIU with support of WASH+H TA consultant and UGISC.	2023–2026
Output 3. Urban governance, institutional capacity, and livelihood support strengthened.			
3.1. Introduce gender diversity and inclusion measures in institutional strengthening program	3.1.1. Four mayors and 80% of municipal staff including at least 15% women from project cities reported increased knowledge in gender inclusive urban management, ^e urban planning, municipal finance. (2021 baseline: 0) 3.1.2. Policy on preventing and addressing sexual harassment in the workplace adopted in Djizzak Suvtaminot. (2021 baseline: not applicable) 3.1.3. At least 50% of utility staff (at least 30% women) in the project cities from reported improved knowledge in smart water or 3R delivery. (2021 baseline: 0) 3.1.4. At least 80% of local government and utility staff (at least 30% women) in the project cities and tourism enterprises in Khiva reported increased awareness on improved 3R,	City Khokimiyats, Djizzak Uzsvtaminot PIU with support from UGISC and Municipal Finance TA	2023–2026

	climate change risks, IPC and WASH+H approaches. (2020 baseline: 0)	consultant	
3.2. Provide women-friendly training and livelihood services to local businesses	3.2.1. Gender responsive training curriculum designed based on the results of the training needs assessment for startup businesses (2021 baseline: 0) ^f 3.2.2. At least 65% of start-up MSMEs (of whom 10% are women owned/managed), in Havast benefit from 8 climate friendly enterprise skills development and livelihood training programs (2021 baseline: 0) ^g 3.2.3. At least 70% of MSMEs in Khiva operating in tourism (including 30% of women-led businesses) benefit from tourism operational and enterprise skills training. (2021 baseline: 0) ^h		
Effective Project Implementation			
4.1. Project implementation, monitoring and reporting	4.1.1. National social/gender development specialist hired on a full-time basis in PIU. 4.1.2. Operationalize project management information systems and tools including sex-disaggregated monitoring data and reporting systems for GAP activities.	PIU UGISC	2023–2027

ADB = Asian Development Bank; COVID-19 = coronavirus disease; CSO = civil society organization; EWCD = Elderly, Women, Children and Disabled; GAP = gender action plan; ha = hectare; IPC = infection prevention and control; km = kilometer; MSME = micro, small and medium enterprises; NA = not applicable; PIU = project implementation unit; RCIF = Regional Cooperation and Integration Fund; TA = technical assistance; UGISC = Urban Governance & Institutional Strengthening Consultants; WASH+H = water, sanitation, hygiene, and health; 3R = reduce, reuse, recycle.

^a EWCD friendly features in project public parks, open spaces, and public buildings (i.e., Khiva visitor center, Havast community center) may include: adequate lighting of footpaths and parking areas; universal access in public areas with wheelchair accessible facilities (i.e., ramps, wider doors and spaces, handrails, unisex toilets for people with disabilities); playgrounds with sitting areas for mothers/caregivers; designated breastfeeding areas; and segregated female and male bathrooms with diaper-changing station and female restrooms with menstrual hygiene facilities (i.e., hygienic shower, feminine hygiene disposal bins), and signage boards for hygiene and cleanliness awareness.

^b Women-friendly visitor facilities under EWCD (footnote a) include separate public bathrooms with baby changing and menstrual hygiene facilities (i.e., hygienic shower, feminine hygiene disposal bins), information services to address the interests of female tourists, including contact numbers for police, health care, and emergency services.

^c This includes separate toilets for women.

^d Community Public Awareness Campaigns on IPC and WASH+H will be conducted under TA-6612 REG: COVID-19 Infection Prevention and Control through an Integrated Water, Sanitation, Hygiene, and Health Approach - Community Awareness Raising Consultant.

^e ADB. 2017. [Enabling Inclusive Cities: Tool Kit for Inclusive Urban Development](#). Manila.

ADB. 2021. [Fair Shared Green and Recreational Spaces: Guidelines for Gender-Responsive and Inclusive Design](#). Manila.

ADB. 2022. [Fair Shared City: Guidelines for Socially Inclusive and Gender-Responsive Residential Development](#). Manila.

^f In Havast, RCIF TA to support hokimiyat with training needs assessment, and to develop and establish a MSME training program at training center. UGISC to support enterprise training and training of trainers.

^g These include business entities registered in 2021 according to the Havast statistics office. ‘Climate friendly’ skills and livelihood trainings means courses in green products, value chains, and business models, including branding to target green markets.

^h Tourism/hospitality training courses will be provided under a separate TA funded by RCIF.