

GENDER ACTION PLAN (GAP)

- Outcome:** Improved access to reliable, sustainable, and affordable water supply services in six districts of the Republic of Karakalpakstan (Amudarya, Beruniy, Nukus, Karauzak, Kungrad, and Muynak districts)
- a. 178,739 women and girls benefited from improved water supply services in 6 district centers and 116 rural settlements, including 69,388 new household connections
 - b. 14,559 female-headed households have access to 24-hour potable water supply.

Objective	Activities	Indicators	Remarks
Output 1. Water supply infrastructure, expanded, and upgraded			
Ensure that women participate and benefit from the project implementation	Employ women in project civil works construction and ensure safe working conditions	1.1.1. Liaise with the district employment bureau and construction companies to help inform women of the availability of jobs (direct and indirect) during construction (Year 1-3) 1.1.2. All job advertisements for civil works and for utility agency include sentence on “Applications by women are encouraged (Year 1-3) 1.1.3 At least 10% women employed in project civil works construction with safe work working conditions (Year 1-3) 1.1.4 Ensure availability of water and sanitation facilities and occupational health and safety measures for women workers at all construction sites. (Year 1-3)	Responsibility: PCU and PIU in collaboration with Council of Ministers of Karakalpakstan and khokimiyats, CBO, Women Committee, BWA
	Employ staff with priority to women for 6 newly equipped laboratories	1.2.1 Gender responsive recruitment in newly equipped laboratories via adequate communication channels. (Year 1-3) 1.2.2 A least 30% of the staff of laboratories are women 1.2.3 At least 30% of female representation in all capacity building activities (training programs, study tours) ensured (Year 1-5) 1.2.4 Sex disaggregated human resource database developed (Year 2) 1.2.5 Sex disaggregated annual HR report submitted (Year 1-5)	
	Construct new O&M facilities with inclusive gender designs	1.3.1. 6 O&M warehouses with central maintenance workshops constructed in accordance with the sanitary norms, gender sensitive sanitary facilities are available for for men and women; (Year 1- 3) 1.3.2 At least 10% women employed during the construction works and post project O&M activities.	
	Provide Men and Women headed households with the access to centralised water supply system	1.4.1 In total 69,000 households are connected to the piped water supply system, including 13,800 women-headed households. (Year 5) 1.4.2 178,739 women and girls have 24/7 access to potable water. (Year 5) 1.4.3 Customers satisfaction survey implemented at the beginning and the end of the project (Year 1 and 5) 1.4.4 Men and women beneficiaries’ satisfaction with the quality of water supply increased to 90% (baseline 35%) (Year 5)	

		1.4.5. Sex-disaggregated baseline/end-line information collected/analysed to monitor and evaluate positive trends of women' time poverty (Year 1-5)	
Output 2. Institutional capacity strengthened			
Strengthened TN management with special focus on women needs	3.1. Integrate gender approaches in WSS policy documents and procedures	3.1.1. Gender analysis of HR policy conducted (gender responsive recruitment, job descriptions, orientation, professional development, promotion) (Year 1) 3.1.2. 50% (out of 1653) of TN staff (including districts) participated in gender capacity building program (gender analysis, gender-responsive planning, gender budgeting, and GAP compliance) (Year 1-3)	Responsibility: Ministry for Housing and Communal Services, TN, PCU, and PIU
	3.2. Create Employment opportunities for women in water operation and maintenance (controllers, technical laboratory staff)	3.2.1. Gender responsive recruitment in TN via adequate communication channels. A least 30% of women hired for new field-based positions (Year 1-3) 3.2.2. At least 30% of female representation in all capacity building activities (training programs, study tours) ensured (Year 1-5) 3.2.3. Sex disaggregated human resource database developed (Year 2) 3.2.4. Sex disaggregated annual HR report submitted (Year 1-5)	Responsibility: TN, PCU, PIU
	3.3. Establish Gender sensitive customer care units /customer grievance redress system	3.3.1. 7 gender-balanced customer care/complaints units (including call center) are established in TN and six districts (Year 1-3) 3.3.2. Sex-disaggregated annual report on customer complaints produced and analyzed (Year 1-5) 3.3.3. Sex-disaggregated complaints database developed (Year 2-5) 3.3.4. Annual sex-disaggregated customer satisfaction survey conducted(Year1-5) 3.3.5 All Customer service officers trained in gender responsive customer care technics and use of the complaints data-base (30% women)	Responsibility: PCU, PIU, TN and districts utilities
	3.5 Construct new training facilities, with focus on women needs	3.4.1 Liaise with the district employment bureau and construction companies to help inform women of the availability of jobs (direct and indirect) during construction (Year 1-3) 3.4.2. All job advertisements for civil works include sentence on "Applications by women are encouraged (Year 1-3) 3.4.3 At least 10% women employed in construction works with safe work working conditions (Year 1-3) 3.4.4 Ensure availability of water and sanitation facilities and occupational health and safety measures for women workers at the construction site. (Year 1-3) 3.4.5 New Training center building constructed in accordance with the sanitary norms, gender sensitive sanitary facilities are available for men and women; (Year 1- 3)	Responsibility: TN, PCU, PIU

Project implementation, monitoring and reporting			
Ensure active participation of women in Project implementation, monitoring and reporting	4. Gender inclusive project monitoring and GAP implementation	4.1 National social/gender development specialist hired on a full-time basis in PCU and gender focal points for each relevant partner agency identified (Year 1) 4.3. Annual gender awareness training conducted for TN, PCU, and PIU staff to ensure successful GAP implementation (Year 1-5) 4.4. Semi-annual GAP progress report and sex-disaggregated project performance benchmarking system developed/submitted to URM (Year 1-5) 4.5. At least 30% of female staff in PCU and PIU (Year 1-5) 4.6. Gender-inclusive project M&E system developed and operational. (Year 1-5)	Responsibility: PCU/PIU and Social /Gender specialist, TN gender focal points

ADB = Asian Development Bank, BWA = Business Women's Association, CBO = community based organization, EGM = effective gender mainstreaming, FGD = focus group discussions, GAD = gender and development, GAP = gender action plan, HH = households, HR = human resources, *Mahalla* = local community, M&E = monitoring and evaluation, NGO = nongovernment organization, O&M = operation and maintenance; PIU = project implementation unit, PCU = project coordination unit, TN = Tuyamuyun-Nukus, URM = Uzbekistan Resident Mission, WCU = Women's Committee of Uzbekistan, WCU = Water Consumer Association.

*Note: Preliminary costs for the planned public awareness campaign = \$60,000; training and workshop = \$55,000 and promo materials/printing = \$35,000. Preliminary costs of focus groups and client satisfaction surveys = \$50,000