

## GENDER ACTION PLAN

Objective	Activities	Indicators	Remarks/ Responsibility
<b>Outcome: Improved access to reliable, sustainable and affordable water supply services in Tashkent Province (Zangiota and Kibray districts)</b>			
1. Women's burden of care, time poverty reduced	1. Convene focus group discussions and meetings at <i>makhalla</i> level	1.1 Qualitative and quantitative analysis conducted through discussions on reduced time poverty i.e. release from the drudgery of managing water and caring for family members	PCU and PCU SDGS in collaboration with <i>khokimiyats</i> and <i>makhallas</i>
2. Public health condition improved	2. Run public awareness campaigns in all project <i>makhallas</i> with no existing in-house connections	2.1 Incidence of waterborne diseases in the province reduced as follows: (i) acute intestinal infection decreased by 20% in 2030 and by 40% in 2043 (baseline 2016: 502/100,000 people); (ii) viral hepatitis decreased by 20% in 2030 and 50% in 2043 (baseline 2016: 250/100,000) 2.2 Share of households with bathrooms connected to water pipeline increased to 60% in 2021 as a result of provision of reliable water supply and hygiene trainings (baseline 2016: 36%)	PCU and PCU SDGS in collaboration with regional and districts health departments
<b>Output 1. Kadirya regional water supply system improved and fully operational</b>			
1. Increase awareness on the project and benefits to households from use of improved water services	1. Organize public awareness campaigns (in collaboration with local government, CBOs, and mass media) on water saving and hygiene/sanitation promotion	1.1 At least 50% of the project households reached by public awareness campaign primarily targeting women and girls. 1.2 At least 80,000 women and girls have access to improved services by 2018-2020 (baseline: to be confirmed) 1.3 Set of sanitation awareness and hygiene promotion training aids for dissemination developed for local community/households and school 1.4 Four gender informational modules for women and men 1.5 99 women advisors ( <i>maslakhatchi</i> ) in all project <i>makhallas</i> and 100 teachers/school nurse in schools/kindergartens trained as community trainers 1.6 At least 50% of hygiene promotion teams are women 1.7 99 community hygiene promotion and sanitation awareness trainings are replicated in 99 <i>makhallas</i> on annual basis in 2018-2020. 1.8 Representatives of 5,000 households (primarily women) are covered annually (15,000 or about 45% of the project area households in total). 1.9 Trainings include distribution of basic hygiene reference sources to men and women, boys and girls. 1.10 Outreach activities for schoolchildren are conducted annually in 2018-2020 by trained teachers/nurses in all 100 project schools. 1.11 Media kit is prepared by 2019. 1.12 Annual regional level outreach activities (TV/radio spots newspaper articles) linked to WSS improvements and hygiene/sanitation awareness carried out annually in 2018-2020. 1.13 At least 30% women participate in project trainings, seminars, workshops and meetings	PCU and PCU SDGS in collaboration with regional and districts deputy khokims responsible for women's issues, Education and Health departments of khokimiyats, <i>makhallas</i> , UNICEF, WCU, <i>maslakhatchi</i>
2. Ensure women participate in and benefit from project	2. Support women's participation in project-associated activities increased	2.1 At least 30% of participants in public consultations, hearings, and meetings on project interventions are women 2.2 At least 90% of project beneficiaries express satisfaction with water quality in 2021 (baseline 2016: 45.6%)	UCSA, PCU ESSS, PMC SDGS in coordination with CBCC, WCU,

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		2.3 Sex-disaggregated data collected and analyzed	Deputy khokims and maslahatchi
<b>Output 2. Improved financial, operational and system management of Tashkent Province Suvokova (TPS) for Zangiota and Kibray districts</b>			
3. To strengthen TPS and district branches management with special focus on women	3.1 Promote women's career development and increase their numbers and participation in the water sector	3.1.1 All new jobs in PCU/PMC and WSS units are advertised with a statement encouraging women to apply	PCU ESSS, PMC SDGS in coordination with CBCC
		3.1.2 Women are represented in utility training, capacity building, study tours in proportion to the percentage of positions held by women in staff category	
		3.1.3 All technical and financial management staff of the TPS and two district branches trained by 2019, (at least 30% women) (baseline: to be confirmed)	
3.1.4 Sex-disaggregated human resource database developed			
3.1.5 Yearly report on HR informed by gender analysis			
	3.2 Staff and operate Water quality laboratory	3.2.1 One newly equipped water quality laboratory fully staffed with at least 30% female staff by 2021 (baseline: none)	
	3.3 Establish and monitor gender sensitive customer care/complaints mechanism	3.3.1 Customer care units set up and staffed with at least 30% women at the TPS, Kibray and Zangiota district branches by 2021 (baseline: none)	PCU ESSS, PMC SDGS, TPS and districts utilities
		3.3.2 Sex disaggregated customer database established and updated yearly. Analysis reported to management annually	
		3.3.3 Sex-disaggregated complaints database is developed and analysis reported yearly to management.	
4. Ensure implementation, monitoring and periodical reporting of GAP	4. Recruit Social Development and Gender Specialists (SDGS) with combined assignments on intermittent basis	4.1 SDGS available to PMC with sufficient budget allocated for GAP implementation	PCU ESSS and PMC SDGS
		4.2 Sex-disaggregated project performance benchmarking system developed by 2021 (data is collected, monitored and evaluated)	
		4.3 Baseline/end-line gender information is collected and incorporated into reporting	
		4.4 Gender-inclusive project monitoring/ evaluation system developed and fully operational	
		4.5 GAP implementation reports are submitted semi-annually and included in overall project reports	
5. Project participants aware of GAP implementation and relevant DMF indicators and covenants	5. Conduct GAD awareness training for main stakeholders on GAP implementation and linkage to the project goals	5.1 At least one joint GAD awareness regional training in TPS with participation of UCSA, PCU, TPS and two districts branches, project districts' <i>khokimiyats</i> and CBCC and WTP DBM contractor conducted; and at least one associated report produced in 2021	UCSA, TPS, PCU ESSS, PMC SDGS

CBCC = capacity building component contractor; CBO = community-based organizations, makhallas, and Rural Assemblies of Citizens; DBM = design, build, and maintain; DMF = design and monitoring framework; ESSS = environmental and social safeguards specialist; GAD = gender and development; GAP = gender action plan; SDGS = social development and gender specialist; *khokimiyat* = municipal administration; *khokim* = municipal mayor; *makhalla* = community-based local institution; *maslahatchi* = advisor on women's issues at *makhalla*; PCU = project coordination unit; PMC = project management consultancy; TPS = Tashkent Provincial *Suvokova* (state unitary enterprise); UCSA = *Uzkommunkhizmat* (Uzbekistan Agency); WCU = Women's Committee of Uzbekistan; WSS = water supply and sanitation; WTP = water treatment plant