

Community and Gender Strategy Action Plan (Talimarjan Power Project)

Outcome: The Community and Gender Strategy Action Plan (CGSAP) will contribute to the achievement of the overall outcome of the project, which is an improved power sector performance.¹

Outputs: The CGSAP will help enhance management and strengthen operational capacity² by establishing women-friendly facilities and policies that promote women's empowerment and gender equality, strengthen human resource capacity, and thus result to optimum productivity of the power plant employees.

	Activity	Target Sub-Outputs	Rationale / Objectives	Responsibility	Timing
Component 1.: Strengthening Capacities and Improving Working Conditions of Primary Stakeholders (PMU and Powerplant staff)					
1.1	Conduct of gender sensitivity training for Uzbekenergo and Talimarjan power plant staff	1.1.1 Training modules developed and number of trainings held	<p>To raise awareness and appreciation of PMU staff and powerplant employees on women's rights and gender issues.</p> <p>To open a venue for discussion on how gender equality and women's empowerment at home and in the work place enhance productivity.</p>	GS PMU, Uzbekenergo	1 st Q 2011
1.2	Creation, Strengthening and Institutionalization of a Gender Focal Point (GFP) mechanism in the Talimarjan Powerplant.	1.2.1 Gender Focal Point (GFP) organized and strengthened Number of follow-through trainings done to strengthen capacity of GFP	To organize, capacitate and continuously support a core group of leaders that will monitor the continuing application of gender equality principles in the workplace.	GS PMU, Uzbekenergo	1 st Q 2011
		1.2.2 Policy or memorandum signed by the Powerplant management, codifying recognition of the GFP as a representative worker's group and guaranteeing financial	To set-up a legitimate and duly recognized body that will represent the interests of female and male employees in the organization's consultative processes.		1 st Q 2011

¹ Taken from the Outcome of project DMF.

² Derived from the Outputs as indicated in project DMF.

		support for its sustainability. Operations/ employee manual of the Powerplant specifies the inclusion of GFP representation in internal committee/s that require participation of Powerplant employees.			
		1.2.3 GFP forges a network with the Women's Committee of Rayon, Powerplant trade union, and other NGOs.	To strengthen GFP endeavors through networking, linkages and complementation of efforts with other groups inside and outside the Powerplant.		1 st Q 2011
1.3.	Policy review on hiring and promotion of Powerplant employees	1.3.1 Increase the percentage of female employees and female managers in the plant.	Investigate the reasons why there is poor gender balance in the hiring and promotions of female employees, and consider application of temporary special measures to address gender inequity in employment at the Powerplant.	Uzbekenergo	Continuously
1.4	Improve collection and gender analysis of sex-disaggregated statistics	1.4.1 Sex-disaggregated database established on employees, scholars, electricity end-users	Sex-disaggregated data on Uzbekenergo's employees is limited and no sex-disaggregated data on end-users of the electrical power. In order to target the needs of men and women in the energy sector equally, sex-disaggregated data needs to be collected for baseline statistics.	GS PMU, Uzbekenergo	2 nd Q 2011
1.5	Ensure a comfortable and secure working environment for the employees.	1.5.1 Adequate number of toilets and shower rooms are constructed and well-maintained.	The working conditions at Talimarjan power plant need to be improved for men and women ³ and adjusted to national standards.	Uzbekenergo, Management of Talimarjan	Depends on implementation

³ Sanitation norms of Uzbekistan: 1 shower per 35 employees and 1 toilet per 16 employees.

		1.5.2 Designation of separate toilets and shower rooms for women and men ⁴	To guarantee women's privacy and safety against sexual harassment and other forms of violence against women.		schedule of project
		1.5.3 Improved break-room facilities, close to work place, clean, and with facilities to warm up food from home	Female and male workers need secure, clean, wholesome, and healthy facilities for rest and recreation so they may recharge their energies.		
Component 2.: Supporting the Development of the Powerplant's Physical, Social and Community Environment					
2.1	Organize and strengthen a women's community association among female spouses and family members of Talimarjan employees	2.1.1 'Women's Association' with set of officers formally registered. Regular meetings held. Network established with other community groups, NGOs, Talimarjan trade union, and local government.	As described in SPRSS, many female family members of employees of Talimarjan power plant have no skills, no employment and no activities outside of the housework. The Women's Association will help the female members to organize themselves, help each other with child care, stimulate each other to enroll in vocational training and join the workforce. The Women's Association is planned to be an interest group.	GS PMU, Talimarjan management, Trade Union	2 nd Q 2011
2.2	Establishment of a 'Community Complex Center' (CCC) in Nuristan with the facilities for training, businesses, sports and entertainment	2.2.1 Construction of CCC and CCC equipped	Currently, Nuristan does not have any social infrastructure, services, stores, coffee shops, bakeries etc. In order to develop the community, attract skilled employees and increase the number of the female skilled workforce, develop capacity for Talimarjan power plant to outsource services, the CCC will be developed and constructed.	Uzbekenergo/ Talimarjan management	2 nd Q 2011
		2.2.2 Creation of a management committee of the 'CCC' composed of Talimarjan employees (Trade Union), 'Women's Association',	The CCC will be owned by Uzbekenergo and will be managed by the Trade Union, the Spouse Association and the government bodies of the community.	Management of Uzbekenergo/ Talimarjan, GS PMU	2 nd Q 2011

⁴ At the present set-up, toilets for men and women are not separate.

		<p>Women's Committee and makhallas committee in Nuristan</p> <p>Terms of Reference' developed, responsibilities clarified</p>	<p>Stores and shops, which will be developed in the CCC will pay rent to the CCC management. Minimal user fees for the CCC facilities will also be introduced. A detailed business plan will be developed by the PMU, the Trade Union, the Spouse Association and government bodies</p> <p>Networking with NGOs and the Women's Committee is part of the community mobilization. NGOs will also provide training at the CCC. Currently. There are no activities provided by NGOs in Nuristan.</p>		
2.3	Set-up and implement community-based development programs based on needs assessment and stakeholder analyses	<p>2.3.1 Training modules on (i) vocational training (ii) preventive medicine, family planning, SDT prevention, hygiene awareness, child rearing, (ii) computer skills, (iii) leadership skills, (iv) business development, (v) micro finance schemes, (vi) effective energy usage developed and held</p>	Needs assessment of the CCC users and of Talimarjan power plant (which services should be developed in order to cater to Talimarjan power plants needs, e.g. sewing shop, catering) will be conducted. The training will be done by NGO's and during the first year paid by Uzbekenergo. After the first year, revenue from first business ventures coming from the CCC shall be used for training.	GS PMU, management of CCC, involved partners	4 th Q 2011
		<p>2.3.2 Increased number of community women with livelihood skills.</p> <p>Economic empowerment of community women</p>	Livelihood skills will enable unemployed women in the community to engage in home-based entrepreneurial activities using local products and services and thus increase family incomes.	Management of CCC	4 th Q 2012
2.4	Affirmative action to increase number of female	2.4.1 Development of an agreement of strategy	The Talimarjan supports scholarships at the energy college in Nuristan where	GS PMU, Uzbekenergo	1 st Q 2011

	professional workforce in the power sector.	<p>collaboration between energy college in Nuristan and Talimarjan to increase girls' enrollment and graduation through an allotment of 30% of the scholarship stipend for female applicants.</p> <p>Agreement signed and percentage of female graduates increased yearly</p>	<p>there are very few female applicants and enrollees⁵. Encouraging entry of more women into traditionally male-dominated energy engineering courses will address the problem on the low number of qualified female managers and technicians in the power sector.</p> <p>Introducing a 30% quota for women in the scholarship program will improve chances for female students to enter a career with Uzbekenergo.</p>		
2.5	Construct/ renovate a housing complex to provide sufficient, humane and comfortable housing conditions for families of employees of Talimarjan ⁶ and to set up or enhance the management structure for the maintenance of these facilities	<p>2.5.1 housing unit per employee</p> <p>Where possible, open spaces for recreational and social purposes (i.e., meeting hall, day care facility, playground) are provided within the housing compound.</p> <p>An organized and/or strengthened homeowners' association to ensure proper maintenance of shared facilities.</p> <p>Contracts for conditions of occupancy are drafted and entered into with the residents.</p> <p>Policy or agreement that ensures women's representation in committees which decide on the design and upkeep of the housing facilities.</p>	<p>Insufficient housing for employees of the Talimarjan power plants impedes recruitment the best skilled workers. Poor housing conditions that are not suitable for families, especially women and young children, dissuade workers from remaining with the company. A high turn-over rate of skilled employees is inimical to Talimarjan. The deleterious effects to physical, mental and social health of crowded and unhygienic living conditions cannot be discounted. Employees of the powerplant and their families are exposed on a daily basis to increased risk of exposure to communicable diseases and aggressions among family member and neighbors.</p>	Uzbekenergo, Management of Talimarjan	2 nd Q 2011

⁵ In 2009, only 17% of stipends were female according to HR division of Uzbekenergo.

⁶ In first quarter of 2010, 600 employees of Talimarjan are waiting for housing according to power plant management. At present, many families live in crowded and unhygienic conditions at a single apartment.

Component 3 : Plan Implementation and Monitoring					
3.1	Recruitment of a Community/Gender Specialist at the PMU	3.1.1 Community/Gender Specialist (CGS) recruited	This is part of the project component to advance Uzbekenergo's management and operational capacity. The CGS will work on ensuring gender equality at the work place, develop capacity in this regard, and support Uzbekenergo in implementing the CGSAP.	PMU manager	4 th Q 2010
3.2	Development of monitoring tool and regular reporting system on the implementation of this CGSAP and the financial management of the CCC	3.2.1 Monitoring and reporting tool developed	Regular monitoring needs to be provided to assure implementation progress	GS PMU, GFPs,	1 st Q 2011
3.3	Conduct of regular monitoring and reporting on the implementation of the CGSAP and the financial management of the CCC	3.3.1 Regular monitoring and reporting conducted		GS PMU, Uzbekenergo	Quarterly