

GENDER ACTION PLAN¹

Objective	Activities	Indicators	Remarks
Output 1. Improved and expanded wastewater management system in the project area			
Reduce the burden of care on women caused by sanitation- related disease	<ul style="list-style-type: none"> Increase awareness on the project and benefits to households and use of improved sewerage system by conducting a public awareness campaign in collaboration with local government and mass media, including sanitation awareness and hygiene promotion trainings in communities, schools and other outreach activities linked to sewerage system. Conduct hygiene baseline and follow-up surveys in local schools. 	<ul style="list-style-type: none"> Baseline and follow-up surveys conducted in local schools: sex-disaggregated data on hygiene behaviour and practices in schools is available. Based on survey results, 6 sets of sanitation awareness and hygiene promotion training aids and materials for dissemination developed, including: four age- and gender-specific informational modules targeting schoolchildren; one set for local community/household training, and one set for in-house sewerage connection installers. 4 TOTs in sanitation awareness and hygiene promotion are delivered covering 37 makhalla maslahatchi and teachers/school nurses from 28 schools. Age/gender- specific informational modules delivered to 28 schools, including information on the way males and females differently experience inadequate service provision due to their household responsibilities and gender norms. 37 community sanitation awareness and hygiene promotion trainings delivered and delivery of hygiene promotion materials to house-bound women and others in 37 makhallas. Trainings on efficient connection to sewerage system for household heads in all project makhallas (23 or the number determined at the final design stage). 300 men and 500 women have participated in the community-level trainings by completion of Capacity Building Component 2016-2017. Media kit is prepared. Annual city- level outreach activities (TV/radio spots/newspaper articles) linked to sewerage system improvements carried out as per communication and participation plan over implementation period. Sanitation-related diseases in Djizzak will be reduced: Acute intestinal Infection decrease by 10% in 2025 (Baseline 2013: 337/100,000 people); Viral hepatitis: decrease by 20% in 2025 (baseline 2013: 288/100,000); and E-coli levels in contact waters within government standards at least 50% of samples tested (baseline 20%). 	<p>Each community and school trainer has adequate information, education and communication materials (posters, stickers, pamphlets) and can conduct awareness raising in their community or school Pupils in grades 1-9 in 28 schools</p> <p>Responsibility: PMU and PIU GS in collaboration with Khokimiyat, Education and Health Departments, makhallas, UNICEF and local NGOs where appropriate, supported by CBCC</p>
Output 2. Institutional/management capacity of Djizzak city sewerage/WSS utility(s) strengthened and capacity of other key stakeholders increased			
To strengthen Djizzak WSS management with special focus on women	WSS gender concerns incorporated in main documents	<ul style="list-style-type: none"> Project-related GAD concerns are incorporated in charters and contracts of new municipal and/or provincial WSS institutions and contract(s) of Djizzak WSS operators 	Responsibility: UCSA, PMU and PIU, GS
	Female staff of wastewater and/or WSS operators have equal opportunity and access to training, capacity building, study	<ul style="list-style-type: none"> Women are represented in utility training, capacity building activities, in proportion to the percentage of positions held by women in staff category in sewerage WSS 	Responsibility: PMU, PIU, and GS in coordination with CBCC

¹ Cost estimates for GAP associated with project's gender mainstreaming capacity building module: 2 gender and development sensitization workshops @ \$2000, 5 GAP implementation/annual review workshops @ \$2500, and 15 months national resource person (@\$4000, totalling &110,000. Other GAP- related costs are distributed in the project's hygiene promotion and sanitation awareness and communication and participation components and capacity building modules.

	tours		
	Gender sensitive customer care/complaints mechanism established. Sex-disaggregated database of developed	<ul style="list-style-type: none"> A customer care/complaints unit on WSS, sewerage concerns is established under the WSS utility operated and staffed with 50% women, and gender focal points established in each customer service department. Sex-disaggregated complaints database developed. Analysis reported to management. All new jobs are advertised with a statement encouraging women to apply. 	Responsibility: PMU and PIU, GS, Djizzak Wastewater and/or WSS Utility
	Monitoring and evaluation of WSS utility customer service	<ul style="list-style-type: none"> Progress against baseline by relevant indicators of customer satisfaction (based on questionnaires) 	PMU and PIU, GS, Djizzak Wastewater and/or WSS utility
	Employment opportunities in wastewater treatment plant and WSS operators available to women	<ul style="list-style-type: none"> In WSS utility laboratory, two women currently working in water supply laboratory will retain positions, 50% of any additional laboratory staff, and 30% of other positions associated with new WWTP are held by women (baseline: two in laboratory; zero in WWTP). 30% of field and community outreach positions (meter reading, tariff collection, etc.) are women (baseline: 0% in structure of sewerage utility and 9.6% in overall organization; 0.0% in current water supply utility and 6.6% in overall organization). All new jobs are advertised with a statement encouraging women to apply. 	Staff of Djizzak WSS utility Responsibility: PMU and PIU and associated GS, Djizzak Wastewater and/or WSS Utility
To ensure women's participation in project planning and implementation	PMU and PIU GS recruited	<ul style="list-style-type: none"> GS available to PMU and PIU with clear TOR. GS participates in project and GAP' implementation processes. Sex-disaggregated data is evaluated, collected and monitored. Baseline/end-line information is available and gender issues incorporated into reporting (time spent by women caregivers, cost of medical treatment for water-borne diseases, etc). GAP implementation progress monitored on a regular (quarterly) basis with 16 targeted field visits. Written inputs to project reports on GAP implementation results, challenges, and solutions provided. Gender-inclusive project monitoring and evaluation system developed and operational. 	PMU, PIU Responsibility: PMU and PIU and associated GS
Project stakeholders are aware of the content and responsibilities for implementing GAP including design and monitoring framework indicators and covenants	New positions for women. Gender balanced team	<ul style="list-style-type: none"> HR records, job advertisements. Gender balanced and equitably compensated PMU and PIU. 	PMU and PIU and associated GS
	Conduct GAD awareness training for main stakeholders on GAP activities, budgeting, implementation modalities, and linkage to the project goals. Women's representation and participation in project-associated activities increased	<ul style="list-style-type: none"> At least two joint GAD awareness regional trainings (in Tashkent and in Djizzak) including participation of UCSA, PMU, PIU, Djizzak wastewater utility/WSS operators, Djizzak Provincial Water Administration, Djizzak khokimiyat and WTP DBM contractor conducted; and at least two associated reports produced 2015-2017. At least 30% of participants in project-sponsored trainings, seminars, workshops (including performance monitoring), and meetings are women; and qualified women have full access to capacity-building program activities At least 30% of participants in public consultations, hearings, and meetings on project wastewater interventions are women. 	Responsibility: UCSA, PMU and PIU, GS in coordination with CBCC, makhalla, WCU

CBCC = capacity building component contractor, DBM = design, build and maintain; GAD = gender and development; GAP= gender action plan; GS = social development and gender specialist; khokim = municipal mayor; khokimiyat = municipal administration; makhalla = community-based local institution; maslahatchi = advisor on women's issues; NGO = nongovernment organization, PIU = project implementation unit; PMU = project management unit; TOT = Training of Trainers; UCSA = Agency "Uzkommunkhizmat"; WCU = Women's Committee of Uzbekistan; WSS = water supply and sanitation; WWTP = wastewater treatment plant.

Source: Asian Development Bank.