

GENDER ACTION PLAN

Activity	Performance Targets/ Indicators	Responsibility	Time frame
Output 1. WRM capacity improved in PRB			
Original project			
1.1 Conduct a gender and social analysis of the proposed RBO and RBC structures, including their mandates, statute, membership, management, programs, and ensure that the results of the analysis inform the establishment of the RBO and RBCs.	<ul style="list-style-type: none"> • Gender and social analysis report on the proposed RBO and RBC. • Policy and implementation plan of the RBO and RBC explicitly provide for inclusion of women in the secretariat and membership, as well as identify specific programs and actions that ensure women's meaningful participation in water management. • Management structure of the RBO and each RBC includes at least one woman. • Meetings of the RBO and RBC ensure the meaningful participation of women and reflected in the minutes of the meetings. 	Gender & Social Development Consultant	Q3 2017
1.2 Ensure that women's concerns are reflected in the Pyanj River Basin Management Plan	<ul style="list-style-type: none"> • Pyanj River Basin Management Plan includes a provision on ensuring women's participation in the RBO and RBC. 	Gender & Social Development Consultant, RBO, RBC	Q1 2019
1.3 Ensure women's meaningful participation in river basin-wide consultation among water users	<ul style="list-style-type: none"> • At least 30% of the participants in meetings are women (2015 baseline,0). • Minutes of the meetings reflect women's views on water resources management, water quality, and service provision of the RBC. • Grievances, concerns and disputes of different water users, including those of women water users, are addressed and reflected in minutes of the meetings. 	Gender & Social Development Consultant, RBO, RBC	Q1 2019
1.4 Conduct information campaign on the project including, new technologies learned, with focus on benefits to women farmers.	<ul style="list-style-type: none"> • All information materials contain gender-sensitive messages. • Four billboards (one for each district), five kinds of posters, three kinds of radio advertisements produced. 	Gender & Social Development Consultant, RBO	Q4 2017
Additional financing			
1.5 Gender-sensitive training, outreach, and preparedness for flood disaster risk management (DRM) in Pyanj River Basin (PRB).	<ul style="list-style-type: none"> • At least 30% of trainees in PRB on flood forecasts and preparedness are women. (Baseline 2017: not applicable) • At least 30% of stakeholders consulted in PRB on flood forecasting and warning system design are women. (Baseline 2017: not applicable) • Maintain a roster of Hydromet DRM focal points, at least 30% of which are women. (Baseline 2017: not applicable) 	H-PIG and PIC gender and social development consultants	Project close
1.6 Ensure proportionate representation of females at senior/mid-level managerial positions	<ul style="list-style-type: none"> • An average of 25% of staff positions at Chief and Deputy Chief of Department, Chief of Groups, Heads of Units, Laboratory, and Stations are held by women. (Baseline 2017: average 20%) 	H-PIG and PIC gender and social development consultants	Project close
1.7 Ensure gender-appropriate facilities within modernized Hydromet	<ul style="list-style-type: none"> • Modernized campus is designed and constructed with adequate gender-appropriate facilities (e.g. sanitary, changing rooms, breast feeding rooms, refreshment areas). (Baseline 2017: not 	H-PIG and PIC gender and social development consultants	Project close

Campus	applicable)		
1.8 Conduct training in administration and management for Hydromet senior and mid-level staff.	<ul style="list-style-type: none"> At least one female staff representative for building facilities and maintenance is assigned. (Baseline 2017: 0) At least 25 qualified female staff from Hydromet are trained in administration and management including leadership, financial management, and commercial management. (Baseline 2017: 0) Gender inclusive HR policy, including templates for staff profiles and clear career track profiles is approved and implemented. (Baseline 2017: not applicable) 	H-PIG and PIC gender and social development consultants	Project close
Output 2. WRM infrastructure in PRB modernized and climate-proofed			
Original project			
2.1 Conduct public consultations on the employment of local community members in civil works, including ways to facilitate women's engagement in civil works and other project work.	<ul style="list-style-type: none"> Community participation in public consultations includes at least 50% women (2015 baseline, 30%). Agenda of public consultations include encouraging women to do project work and soliciting recommendations to enable women to be employed in project work. 	ALRI, PIOs, PMO Gender & Social Development Officer	Q3 2018
2.2 Employ local labor, including women, in project works.	<ul style="list-style-type: none"> Labor contract documents include specific provisions encouraging the hiring of local labor and women workers. 	Contractors overseen by ALRI, PIO and PMO Gender & Social Development Officer	Q32018
2.3 Install water points in strategic places for household use.	<ul style="list-style-type: none"> 12 water points along main canals and 3 water points along each target inter-farm canal installed for use of households in the project target area (2015 Baseline, 0). 	Contractors overseen by ALRI, PIO and PMO Gender & Social Development Officer	Q3 2018- Q2 2021
Output 3. Farm management and water use capacities increased			
Original project			
3.1 Conduct (baseline) social mapping of WUAs in the project areas.	<ul style="list-style-type: none"> List of WUAs, including size of membership (sex-disaggregated), leadership composition, number and kinds of activities done in the past. Women-led WUAs as well as WUAs with at least 30% women members are identified (2015 baseline, incomplete statistics on WUAs). Social mapping report identifies ways to increase women's participation in WUA management/secretariat. 	NGO overseen by ALRI, PIO and PMO Gender & Social Development Officer	Q1 2018- Q4 2020
3.2 Conduct TNA of WUAs, with specific attention to the training needs of women water users.	<ul style="list-style-type: none"> TNA report includes a specific section highlighting the needs and concerns of women water users. 	NGO overseen by ALRI, PIO and PMO Gender & Social Development Officer	Q3 2017
3.3 Develop and conduct training programs for WUA managers and members, with special programs for women, to address the needs of water users.	<ul style="list-style-type: none"> At least two detailed training programs that improve the farming and water use knowledge and skills of all water users (2015 baseline, 0). At least two detailed leadership training programs targeting women water users designed to increase the number of women in leadership positions in the WUAs. WUA management trainings on topics such as financial management, budgeting and organizing, include women participants At least 50% women participation in all trainings (2015 baseline, 40%) 	NGO overseen by ALRI, PIO and the Gender & Social Development Officer	Q3 2017

3.4 Organize demonstration plots on men- and women-led ^a farms and plots showcasing improved agricultural practices.	<ul style="list-style-type: none"> 30% of demonstration plots showcasing improved agricultural practices are on women-led plots and farms (2015 baseline, 0) At least 30% of CIS farmers implementing improved irrigated agricultural practices by 2020 are women (2015 baseline, 0) 	NGO overseen by ALRI, PIO and PMO Gender & Social Development Officer	Q1 2018- Q2 2020
3.5 Conduct cross-farm visits and study tours among WUAs and dekhan farms to enhance learning and exchange of good practices.	<ul style="list-style-type: none"> Eight cross-farm visits and study tours conducted (2015 baseline, 0) 50% of participants in study tours are women (2015 baseline, 0) 	NGO overseen by ALRI, PIO and PMO Gender & Social Development Officer	Q1 2019
3.6 Document experiences and lessons learned in implementing systematic water use training programs and ensuring women's full participation	<ul style="list-style-type: none"> Report includes good practices and lessons learned in ensuring women's full participation in water use training programs 	NGO overseen by ALRI PIO and PMO Gender & Social Development Officer	Q3 2019- Q2 2021
3.7 Conduct (end line) social mapping of WUAs in the project areas	<ul style="list-style-type: none"> WUAs coverage of CIS area increased to 100%, with women's membership in WUAs increased to at least 30% in 2020 (2015 baseline, 20%) Women's representation is at least 10% in WUA leadership and 20% in steering committee, by 2020 (2015 baseline, 0 women head of WUA and 14% women in the steering committee) 	NGO overseen by ALRI PIO and PMO Gender & Social Development Officer	Q4 2020
Additional financing project			
3.8 Gender-sensitive consultation and training on weather products	<ul style="list-style-type: none"> At least 30% of trainees in PRB on use of weather products are women. (Baseline 2017: not applicable) At least 30% of stakeholders consulted in PRB on the design of weather products are women. (Baseline 2017: not applicable) 	H-PIG and PIC gender and social development consultants	Project close
Efficient and effective project management system			
Overall project			
<ul style="list-style-type: none"> Recruit the gender and social development experts for the project 	<ul style="list-style-type: none"> Gender & Social Development Consultant (for Output 1) and Gender & Social Development Officer (for Outputs 2&3) are hired within the first three months of project implementation 	MEWR/ALRI/Hydromet	Q1 2017/Q4 2018
<ul style="list-style-type: none"> Engage an NGO with strong gender capacity for Output 3 	<ul style="list-style-type: none"> Gender is mainstreamed in all components of Output 3 	ALRI, PIO, PMO Gender & Social Development Officer	Q1 2017
<ul style="list-style-type: none"> Include gender indicators in the project performance monitoring system 	<ul style="list-style-type: none"> PPMS includes gender indicators and regularly populated with sex-disaggregated data 	MEWR, ALRI, PIO, PMO Gender & Social Development Officer, H-PIG, PIC	Q3 2017/Q4 2017
<ul style="list-style-type: none"> Ensure reporting of gender equality results 	<ul style="list-style-type: none"> Quarterly progress reports and annual reports, as well as completion reports include progress of GAP implementation 	MEWR, ALRI, PIO and PMO Gender & Social Development Officer, H-PIG, PIC	Q4 2018 – Q2 2023

ALRI = Agency on Land Reclamation and Irrigation, CIS = Chubek Irrigation System, DRM = disaster risk management, GAP = gender action plan, H-PIG = Hydromet Project Implementation Group, MEWR = Ministry of Energy and Water Resources, MIS = management information system, NGO = nongovernment organization, PIC = project implementation consultant, PIO = Project Implementation Office, PMO = Project Management Office, PPMS = project performance monitoring system, PRB = Pyanj River Basin, RBC = River Basin Council, RBO = River Basin Organization, TNA = training needs assessment, WRM = water resources management, WUA = water users association.

^a Women-led farms and plots are those that are owned, registered under women's names, or predominantly managed by women. Source: Asian Development Bank.

