

GENDER ACTION PLAN

Action	Target/Indicator	Responsibility	Timeline
Output 1: Sector and corporate governance and capacity strengthened			
1.1. Adopt a gender sensitive WSS policy	1.1.1. WSS policy that includes gender responsive provisions such as recognition of the need to provide the underserved, poor, vulnerable women with access to water, and ensures that women are included in decision making processes in water supply issues adopted 1.1.2. Action plan to implement the WSS policy developed and implemented	MRDI UWSCG	2020
1.2. Appoint women in the decision-making positions in the sector	1.2.1. Supervisory board of UWSCG established with at least 30% women representatives	MRDI UWSCG	2020
1.3. Develop and implement gender-responsive HR management plans	1.3.1. HR management development plans with provisions to increase the proportion of female staff in technical and management levels issued and staff performance management system implemented	UWSCG MRDI	By Q4 2021
Output 2: Operational efficiency of water supply and sanitation increased			
2.1. Include women in the consultations in Telavi	2.1.1. At least 2 consultations carried out on the planning, design, and O&M of WSS facilities, with at least 30% women participation	UWSCG	2021
2.2. Ensure women's participation in all staff trainings	2.2.1. Training plan for UWSCG based on the results of a training needs assessment that considered the specific needs of women staff developed 2.2.2. At least 500 UWSCG staff (30% women) with improved technical, financial, management, and leadership skills 2.2.3. All staff Telavi service center, including at least 50% women, trained in communication and ICT management 2.2.4. One study/experience-sharing visit of staff from a UWSCG branch organized for Telavi service center employees with at least 30% women's participation 2.2.5. At least one women staff networking event carried out	UWSCG HR	By 2023
2.3. Conduct gender awareness raising seminars to key officials, and staff of UWSCG	2.3.1 At least 80% of UWSCG officials and staff understand gender and development issues in the sector	UWSCG By support of gender consultant	2021

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	2.3.2. At least 80% of staff of Telavi service center trained in gender equality issues		
2.4. Maintain sex-disaggregated HR database	2.4.1. HR database with gender indicators regularly updated with sex-disaggregated data	UWSCG HR	2020–2024
2.5. Develop and conduct an anti-sexual harassment program	2.5.1. Program on the prevention of and actions to address sexual harassment in the workplace developed and disseminated to staff 2.5.2. Mechanism and procedures to address cases of sexual harassment developed 2.5.3. Awareness of 90% of staff on sexual harassment raised	UWSCG HR By support of gender consultant	2021
2.6. Carry out gender sensitive public outreach campaigns in local community and schools in Telavi	2.6.1. At least 5 campaigns conducted in Telavi on the issues of water use and conservation, sanitation and hygiene, customer rights and related topics with at least 50% female participation 2.6.2. At least 90% of households serviced by UWSCG in Telavi reached through multimedia campaigns on hygiene, sanitation, customer rights, and water conservation	UWSCG PR By support of gender consultant	2021–2023
2.7. Enhance cooperation with higher educational institution and vocational educational institutions with focus on female professionals in the water sector	2.7.1. At least 2 MOUs forged with higher education / technical vocational education institutions on providing internship opportunities to graduates of STEM-related courses, at least 50% women (2019 baseline: 1 MOU with a higher education institution) 2.7.2. At least 50% of the new professionals attracted through educational institutions to be women	UWSCG HR	By 2023

GAP = gender action plan, HR = human resources, ICT = information and communication technology, MOU = memorandum of understanding, MRDI = Ministry of Regional Development and Infrastructure, O&M = operation and maintenance, PR = public relations, STEM = science, technology, engineering, and mathematics, UWSCG = Untied Water Supply Company of Georgia, WSS = water supply and sanitation.