

GENDER ACTION PLAN

| Activities /Actions | Performance Indicators/ Targets | Responsibility | Timeline |
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| Output 2. Four 220-kV substations (Faizabad, Obi-Khaet, Zafar, and Zarafshan) reconstructed, equipped with climate-resilient technologies, and expanded by 420 MVA | | | |
| 2.1. Ensure women benefit from employment opportunities during modernization | 2.1.1. At least 10% of skilled female staff hired in four modernized substations are women (2022 Baseline: 0) 2.1.2. Gender responsive facilities (separate restrooms, showers, changing and resting facilities with lighting systems) installed in four modernized substations (2022 Baseline: 0) | NEGU PIU | 2023-2025 |
| Output 3. JSC NEGU's corporate governance enhanced | | | |
| 3.1. Introduce the gender responsive measures in institutional strengthening program | 3.1.1. Female leadership at the Board increased to at least 30% female representation (2022 baseline: 0) 3.1.2 HR unit created, consisting of at least 30% female staff. (2022 baseline 0) 3.1.3 Gender responsive HRM Strategy ^a developed and adopted, along with training plan, gender-related job descriptions and KPIs, and code of conduct (2022 Baseline: 0) 3.1.4. Sex-disaggregated HR database established(2022 Baseline: 0) 3.1.5. Gender sensitive "Voice of Employee" survey conducted on annual basis ^b (2022 Baseline: 0) 3.1.6. NEGU's Annual report on human resources with gender analysis published (2022 Baseline:0) 3.1.7. Institutional gender strategy developed and adopted at corporate level (2022 Baseline: 0) 3.1.8. At least 70% of participants (30% of women) report increased knowledge and skills on mainstreaming gender in energy sector, including | NEGU PIU | 2023-2026 |

^a Gender responsive HR strategy will cover all main HR directions and will define strategic HR goals and objectives including gender equality objectives (e.g. prevention gender bias in recruitment, gender balance in decision making, elimination of pay discrimination, combat gender based violence, sexual harassment and bullying).

^b Gender-sensitive "Voice of Employee" survey will evaluate the employees opinion on improvements in corporate gender strategy including provision of equal employment opportunities practices, transparent promotion actions, employee benefits and wellbeing, prevention gender based violence and sexual harassment at the workplace, grievance resolution mechanism and others.

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| | <p>institutional gender strategy, gender monitoring and reporting (2022 Baseline: 0)</p> <p>3.1.9. ToR for Gender Equality Council and for the gender focal point adopted (2022 Baseline:0)</p> <p>3.1.10. NEGU's Gender Equality Council members, including at least 30% women, trained on institutional gender strategy and gender M&E system (2022 Baseline: 0)</p> <p>3.1.11. Gender pay gap assessment to ensure equal pay conducted in 2025 (2022 Baseline: 0)</p> | | |
| 3.2. Gender inclusiveness in NEGU's of work environment improved | <p>3.2.1. The policy prevention GBVH at the workplace introduced^c (2022 Baseline: 0)</p> <p>3.2.2. 70% of participants report increased knowledge and skills on gender equality, discrimination, and other forms of GBVH at the workplace by 2026 (2022 Baseline: 0)</p> <p>3.2.3. Gender responsive grievance redress mechanism, including gender sensitive procedures instituted (2022 Baseline: 0)</p> <p>3.2.4. Gender audit to ensure gender inclusive work environment and facilities of the NEGU's HQ, regional offices and substations of the project area conducted for ensuring health and safety standards compliance (2022 Baseline: 0)</p> | NEGU PIU | 2023-2026 |
| 3.3. Enhance gender competence of the NEGU 's management and support gender balanced leadership | <p>3.3.1. 100% of the NEGU's senior management report increased gender competence including institutional gender strategy , gender monitoring and reporting^{ad} (2022 Baseline: 0)</p> <p>3.3.2. At least 100 % of female Board members report on increased knowledge and skills on leadership and negotiation (2022 Baseline: 0)</p> | NEGU PIU | 2023-2026 |
| Output 4. JSC NEGU's project management capacity improved | | | |
| 4. Project implementation, monitoring and reporting | <p>4.1. A national gender and development specialist to accompany and monitor GAP implementation recruited. (2022 Baseline: 0)</p> <p>4.2. Orientation provided to PIU on GAP provisions and ADB's requirement on GAP implementation, monitoring, and reporting.</p> | PIU | 2023-2026 |

^c The GBVH prevention policy should include developing protocols for reporting GBVH cases, investigating and disciplinary action against perpetrators, providing support to affected staff, ensuring confidentiality and non-retaliation, and cultivating zero tolerance for GBVH.

^d Increased knowledge will be evaluated through the post-training surveys.

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| | <p>4.3. Regular reporting on GAP, inputs in regular mission reports and consideration of gender issues and impact in midterm review and PCR.</p> <p>4.4 PMU redesigned, and staff capacity improved through targeted on-the-job trainings and certification programs with at least 30 % women representation. (2022 Baseline: 0)</p> | | |
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ADB=Asian Development Bank, =Joint Stock Company, GAP= Gender Action Plan, GBVH= Gender-based violence and harassment, HRM =Human Resource management, HQ=Headquarters; M&E=monitoring and evaluation, NEGU= National Electricity Grids of Uzbekistan; PIU =Project implementation unit, ToR=Terms of Reference.