

Uzbekistan: Bukhara Region Water Supply and Sewerage (BRWSSP)

Project No.: 000314

Component 1 – Investment in Water Supply Infrastructure

Gender Action Plan:

Volume-7: BWSP-W21-25 Romitan District

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CURRENCY EQUIVALENTS

(as of October 25, 2023)¹

| | | |
|---------------|---|-----------------|
| Currency unit | – | Uzbek Sum (UZS) |
| \$1.00 | = | UZS12,163.00 |

ABBREVIATIONS

| | | |
|--------|---|--|
| AIIB | – | Asian Infrastructure Investment Bank |
| BRWSSP | – | Bukhara Region Water Supply and Sewerage Project |
| EA | – | Executive Agency |
| GAP | – | Gender Action Plan |
| GRM | – | Grievance Redress Mechanism |
| GRC | – | Grievance Redress Committee |
| IA | – | Implementation Agency |
| JSC | – | Joint Stock Company |
| LLC | – | Limited Liability Company |
| PCU | – | Project Coordination Unit |
| PMC | | Project Management Consultant |
| WDU | – | Water distribution unit/station |

¹[Foreign Exchange](#)

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1. Background

Bukhara Region Water Supply and Sewerage Project (BRWSSP) supports the ongoing efforts of the Government of Uzbekistan towards improving the water supply and sanitation services in the Bukhara Province. The BRWSSP is aimed at enhancing service delivery and improving access to safe, reliable, and sustainable water supply services managed on environmentally sound practices in six districts (Bukhara, Romitan, Peshku, Jandor, Kagan, and Karaulbazar districts and the Bukhara and Kagan cities) and sanitation system in Karakul, Alat, Karaulbazar, Romitan, and Gijduvon districts.

Joint Stock Company Uzsvtaminot is the Executing Agency, and Bukhara Suv Taminoti LLC (the Company or water utility) is Implementing Agency. The Project Coordination Unit (PCU) is responsible for the Project's overall management, implementation, and monitoring. A Project Coordinator is set up in Bukhara city to manage day-to-day project implementation at the projects and district levels.

2. Project Description

The project discussed in this document is the BWSP-W21-25 Romitan District (Volume 7), which covers the activities in the Romitan District of Bukhara province.

The project comprises three main components: construction and rehabilitation of water distribution stations/units (WDUs), water mains, and networks. The objective of the project is to strengthen the capacity of water distribution stations to provide water to new and future settlements around the seven WDUs – Romitan, Pulgushak, Mugoncha, Utabek, Khosa, Chilongu, and Arabon WDUs. Six out of seven project WDUs are currently operating water facilities, and Arabon WDU is former rural water station. All seven WDUs are (i) considered as secure facility as per national legislation and has a guard and fence and (ii) located on the land owned by Bukhara Suvtaminot, i.e. water utility.

Location of the project WDUs are provided in Figure 1 and Table 1.

Table 1: Location of the Project WDUs

| No. | WDU | Location of WDU |
|-----|---------------|------------------------------|
| 1. | Romitan WDU | Romitan town |
| 2. | Pulgushak WDU | Mulloyon (Pulgushak) village |
| 3. | Mugoncha WDU | Arabkhona village |
| 4. | Utabek WDU | Utabek village |
| 5. | Khosa WDU | Khosa town |
| 6. | Chilongu WDU | Urganjijon village |
| 7. | Arabon WDU | Novfach village |

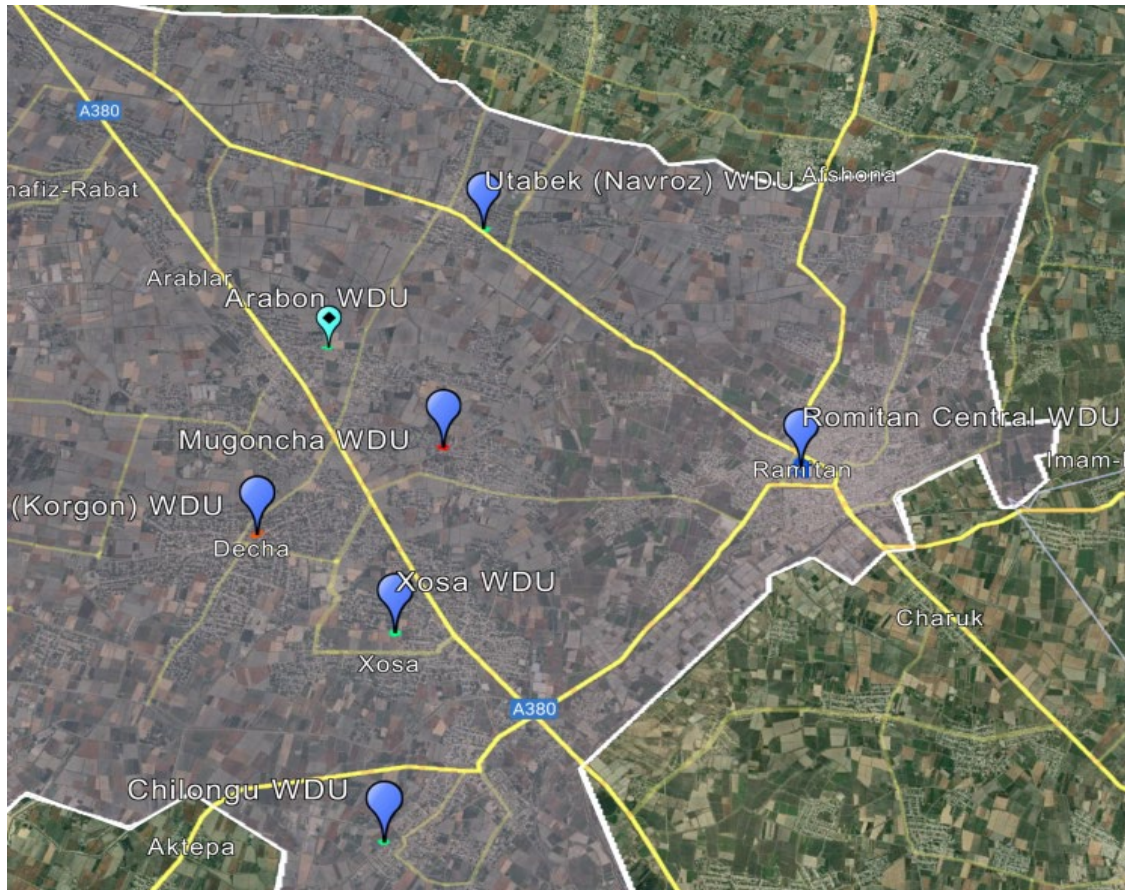




Figure 1: Project WDUs

 = project WDUs currently in operation,  = Arabon WDU (former rural water pumping station) to be constructed as WDU within the project; yellow lines = road infrastructure; white lines = borders of Romitan District; A-380 highway crossing Romitan District
(Source: Google earth)

Overview of the project range is illustrated in Figure 2, where:

- Blue lines are the feeding pipelines coming from Zarafshan WTP to WDUs
- Blue areas are populated settlements having tap water
- Red areas are populated settlements have no tap water and where network construction is included in the project design
- Yellow areas are places considered in the design of water collection and distribution facilities but do not covering by this project

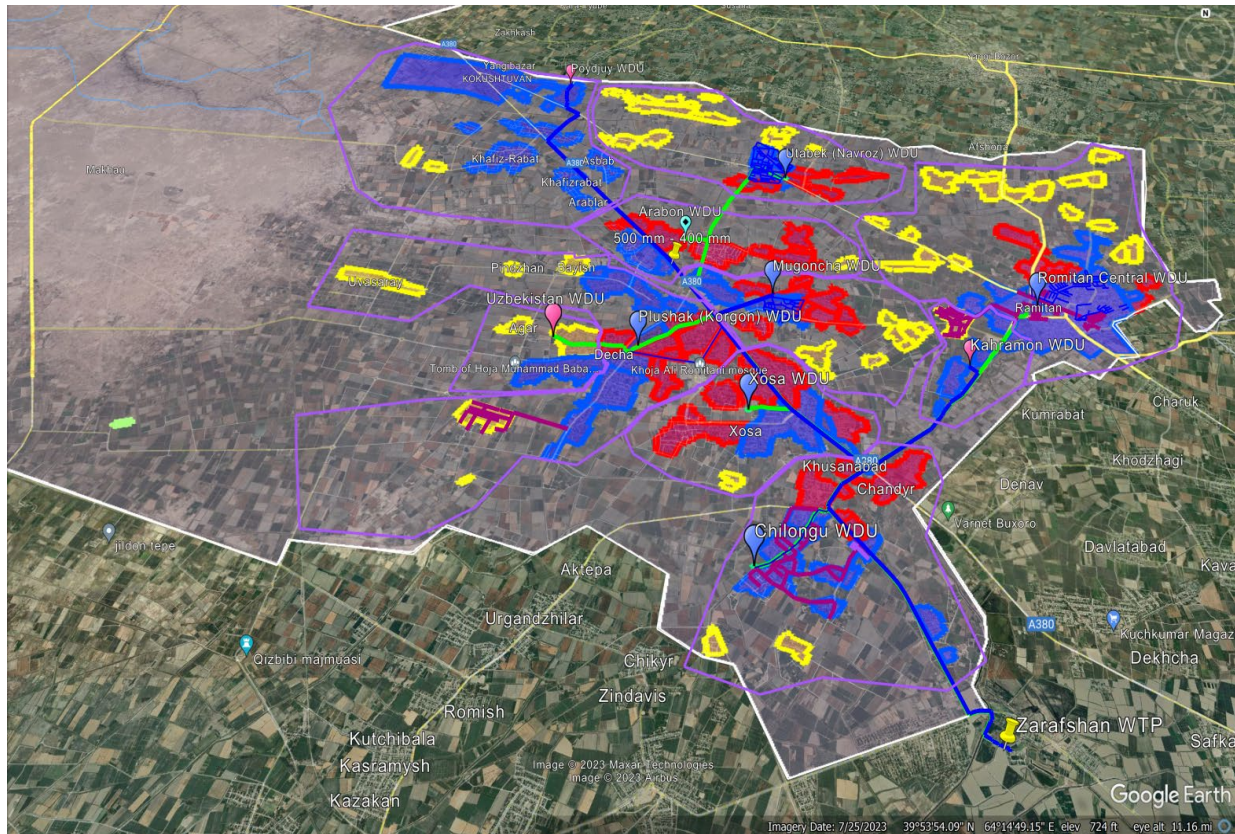


Figure 2: Range of the Project

WDU = water distribution unit; blue line = feeding pipeline; blue space = areas covered by water services; red space = areas not covered by water services; yellow space = areas considered in the design of water reservoirs' capacity (Source: Google earth)

. The particular interventions under the project are provided in Table 3. The project works will help to meet the growing drinking water demand in the Romitan District and provide proper public health conditions in the area.

Table 2: Summary of the Project Work

| No. | Component | Project Works |
|-----|---------------|--|
| 1. | Romitan WDU | <ul style="list-style-type: none"> ▪ Construction of new water reservoir (2000 m³) ▪ Construction of new administration building, a guard house ▪ Installation of new electrolysis facilities ▪ Installation of new power generator ▪ Construction of new exterior parking plot ▪ Construction of new vehicle maintenance and repair workshop |
| 2. | Pulgushak WDU | <ul style="list-style-type: none"> ▪ Construction of new water reservoir (2x1700 m³) ▪ Installation of new pumping equipment in the pumping station: three horizontal centrifugal pumps of Qt=88.47 m³/h, Qp=44.50 m³/h, Hm=56 m ▪ Construction of new electrolysis room with equipment (electrolyzer with control cabinet, NaClO solution storage tank, dosing pumps, fire extinguisher, hydrogen leak detection system, ventilation system, etc.) inside the pumping station |

| No. | Component | Project Works | |
|-------------------|-------------------------|---|---------------------------------|
| 3. | Mugoncha WDU | <ul style="list-style-type: none"> ▪ Construction of new water reservoirs (2x650 m³) ▪ Construction of new electrolysis room with equipment (electrolyzer with control cabinet, NaClO solution storage tank, dosing pumps, fire extinguisher, hydrogen leak detection system, ventilation system, etc.) inside the pumping station | |
| 4. | Utabek WDU | <ul style="list-style-type: none"> ▪ Construction of new water reservoirs (2x1000 m³) ▪ Partly modernization of pumping equipment, including new submersible pump, monometers, flanges, gaskets, exhaust fans, ventilation system, inverter air conditioner, welded dome plug, etc. ▪ Installation of new generator | |
| 5. | Khosa WDU | <ul style="list-style-type: none"> ▪ Construction of new water reservoirs (2x700 m³) ▪ Construction of new pumping station with three horizontal centrifugal pumps Qt=39.86 l/s, Qp=20 l/s, Hm=50 m (one as backup pump) ▪ Construction of new electrolysis room with equipment (electrolyzer with control cabinet, NaClO solution storage tank, dosing pumps, fire extinguisher, hydrogen leak detection system, ventilation system, etc.) inside the pumping station ▪ Installation of new generator | |
| 6. | Chilongu WDU | <ul style="list-style-type: none"> ▪ Construction of two new water reservoirs (2x1200 m³) ▪ Construction of electrolysis room (24 m² area) with equipment (electrolyzer with control cabinet, NaClO solution storage tank, dosing pumps, fire extinguisher, hydrogen leak detection system, ventilation system, etc.) inside the pumping station ▪ Installation of inverter air conditioner and lifting equipment in the pumping station ▪ Installation of new generator ▪ Construction of a new guard house | |
| 7. | Arabon WDU | <ul style="list-style-type: none"> ▪ Construction of new water reservoir (1500 m³) and pumping station ▪ Construction of electrolysis room (24 m² area) with equipment (electrolyzer with control cabinet, NaClO solution storage tank, dosing pumps, fire extinguisher, hydrogen leak detection system, ventilation system, etc.) inside the pumping station ▪ Construction of guard house, toilet, internal power supply communication | |
| 8. | Pipework | <ul style="list-style-type: none"> ▪ Construction of 23 km of water pipeline connecting WDUs with settlements ▪ Construction of 15 km of water mains | |
| 9 | Construction of network | Settlement | Network Construction, km |
| | | Bogcha village | 10 |
| | | Garanshokh village | 9 |
| | | Minglar village | 3 |
| | | Sarasiyo village | 2 |
| | | Urganji village | 2 |
| | | Chupon village | 4.5 |
| | | Arablar village | 3.5 |
| | | Alamdor village | 5 |
| | | Kalavron village | 8 |
| | | Kalavroncha village | 2 |
| | | Kuhna Uba village | 7 |
| | | Mulloyon village | 3.5 |
| | | Rabotipoyon village | 1 |
| | | Sabrison village | 5.5 |
| | | Chukurkul-Mirishkor village | 7 |
| | | Arabkhona/ Yukori Arabkhona village | 5 |
| Rabotzoid village | 3 | | |

| No. | Component | Project Works | |
|-----|-----------|-----------------------------------|------|
| | | Gulkhona village | 4 |
| | | Kulola village | 7 |
| | | Kumi village | 5 |
| | | Labirut village | 4 |
| | | Mugoncha village | 7 |
| | | Enarzi village | 2 |
| | | Kadim Kumrabet village | 4 |
| | | Pitmon village | 8 |
| | | Untabek village | 9 |
| | | Khojobod village | 9 |
| | | Guspanjalob village | 2 |
| | | Kuyi Gazberon village | 30 |
| | | Decha village | 15 |
| | | Merganlar village | 4 |
| | | Suspatta village | 10 |
| | | Toshmasjid village | 10 |
| | | Toshrabot village | 0.3 |
| | | Khasanobod village | 4 |
| | | Chilongu village | 5 |
| | | Elobod village | 3 |
| | | Yukori Chandir-1-Chilongu village | 14.7 |
| | | Gujakhur village | 2 |
| | | K Khantale village | 6 |
| | | Kuyi Urganjon village | 1.5 |
| | | Kuyi Shurobod village | 3 |
| | | Novfach village | 11 |
| | | Rabotibolo village | 2 |
| | | Taylok village | 4 |
| | | Khazortut village | 13 |
| | | Khamdustlik village | 7.5 |

WDU = water distribution unit

The networks will be laid along public roads, while some sections of water mains will be running on farmlands, following the agreed right-of-way. These activities will be temporary and will not require permanent land acquisition.

Table 3 provides information on the villages where the project will construct or rehabilitate networks. It also specifies the length of the networks to be constructed in each village.

Table 3: Settlements-Beneficiaries of New Networks

| No. | Settlements | Network length to be constructed, km | Primary network, km | Secondary network, km |
|-----|--------------------|--------------------------------------|---------------------|-----------------------|
| 1. | Bogcha village | 10 | 6.39 | 3.61 |
| 2. | Garanshokh village | 9 | 6.56 | 2.44 |
| 3. | Minglar village | 3 | 1.62 | 1.38 |
| 4. | Sarasiyo village | 2 | 1.7 | 0.3 |
| 5. | Urganji village | 2 | 1.55 | 0.45 |
| 6. | Chupon village | 4.5 | 3.07 | 1.43 |

| No. | Settlements | Network length to be constructed, km | Primary network, km | Secondary network, km |
|-----|-------------------------------------|--------------------------------------|---------------------|-----------------------|
| 7. | Arablar village | 3.5 | 2.31 | 1.19 |
| 8. | Alamdor village | 5 | 2.43 | 2.57 |
| 9. | Kalavron village | 8 | 5.16 | 2.84 |
| 10. | Kalavroncha village | 2 | 1.09 | 0.91 |
| 11. | Kuhna Uba village | 7 | 5.16 | 1.84 |
| 12. | Mulloyon village | 3.5 | 2.69 | 0.81 |
| 13. | Rabotipoyon village | 1 | 0.32 | 0.68 |
| 14. | Sabriston village | 5.5 | 4.2 | 1.3 |
| 15. | Chukurkul-Mirishkor village | 7 | 5.06 | 1.94 |
| 16. | Arabkhona/ Yukori Arabkhona village | 5 | 3.134 | 1.866 |
| 17. | Rabotzoid village | 3 | 2.254 | 0.746 |
| 18. | Gulkhona village | 4 | 3.314 | 0.686 |
| 19. | Kulola village | 7 | 5.605 | 1.395 |
| 20. | Kumi village | 5 | 4.187 | 0.813 |
| 21. | Labirut village | 4 | 2.79 | 1.21 |
| 22. | Mugoncha village | 7 | 5.032 | 1.968 |
| 23. | Enarzi village | 2 | 1.25 | 0.75 |
| 24. | Kadim Kumrabort village | 4 | 2.494 | 1.506 |
| 25. | Pitmon village | 8 | 6.17 | 1.83 |
| 26. | Untabek village | 9 | 6.92 | 2.08 |
| 27. | Khojobod village | 9 | 7.06 | 1.94 |
| 28. | Guspanjalob village | 2 | 1.428 | 0.572 |
| 29. | Kuyi Gazberon village | 30 | 20.163 | 9.837 |
| 30. | Decha village | 15 | 10.905 | 4.095 |
| 31. | Merganlar village | 4 | 2.886 | 1.114 |
| 32. | Suspatta village | 10 | 6.966 | 3.034 |
| 33. | Toshmasjid village | 10 | 5.953 | 4.047 |
| 34. | Toshrobot village | 0.3 | 0.12 | 0.18 |
| 35. | Khasanobod village | 4 | 2.868 | 1.132 |
| 36. | Chilongu village | 5 | 4.003 | 0.997 |
| 37. | Elobod village | 3 | 2.628 | 0.372 |
| 38. | Yukori Chandir-1-Chilongu village | 14.7 | 9.68 | 5.02 |
| 39. | Gujakhur village | 2 | 1.619 | 0.381 |

| No. | Settlements | Network length to be constructed, km | Primary network, km | Secondary network, km |
|--------|-----------------------|--------------------------------------|---------------------|-----------------------|
| 40. | K Khantale village | 6 | 4.7 | 1.3 |
| 41. | Kuyi Urganjon village | 1.5 | 0.5 | 1 |
| 42. | Kuyi Shurobod village | 3 | 1.513 | 1.487 |
| 43. | Novfach village | 11 | 6.181 | 4.819 |
| 44. | Rabotibolo village | 2 | 0.611 | 1.389 |
| 45. | Taylok village | 4 | 2.469 | 1.531 |
| 46. | Khazortut village | 13 | 8.478 | 4.522 |
| 47. | Khamdustlik village | 7.5 | 5.929 | 1.571 |
| Total: | | 288.0 | 199.12 | 88.88 |

(Source: Approved Project Scope)

The right-of-way for the network will depend on the pipe's diameter and trench size. Different diameters of pipes will be laid in various areas within the same village. For example, larger pipes will be used when connecting to the WDU or other villages, while smaller ones will be used when connecting to the household. Table 4 provides details of the pipe diameters and corresponding trench sizes specified in the detailed design of the village network in the Romitan district. The buffer zone of the trench is provided by retreating one and a half meters from the upper edges of the trench on each side to ensure safety for the local population. However, the contractor will establish specific right-of-way requirements for each work site in their Plan for the Organization of Work and Site Work Execution Program, which will be agreed upon with the water utility, PMC, and PCU.

Table 4: Romitan District Networks: Pipe Diameter and Trenches Size

| No. | Pipe diameter, mm | Trench's width, mm | Trench's depth, mm |
|-----|-------------------|--------------------|--------------------|
| 1. | 63 | 1,800 | 1,263 |
| 2. | 75 | 1,900 | 1,310 |
| 3. | 110 | 1,900 | 1,310 |
| 4. | 160 | 1,900 | 1,360 |
| 5. | 250 | 2,000 | 1,450 |
| 6. | 315 | 2,000 | 1,515 |
| 7. | 400 | 2,000 | 1,600 |

(Source: Detailed Design)

The construction of water mains will affect twenty communities, namely Zarafshan, Boboyi Samosiy, Chilongu, Khosa, Kakhramon, Mugoncha, Kalaychorbog, Romitan, Bogiturkon, Rabotikalmok, Shurcha, Samosiy, Khazortut, Kumravot, Toshrobot, Urganjien, Gazberon, Chandir, Shurabod, and Nurafshon. The water main will be running from Zarafshan WTP to the project WDUs and further to Peshku WDUs. Figure 13 illustrates project scope on networks (red lines) and water mains (green lines) approved by local institutional stakeholders.

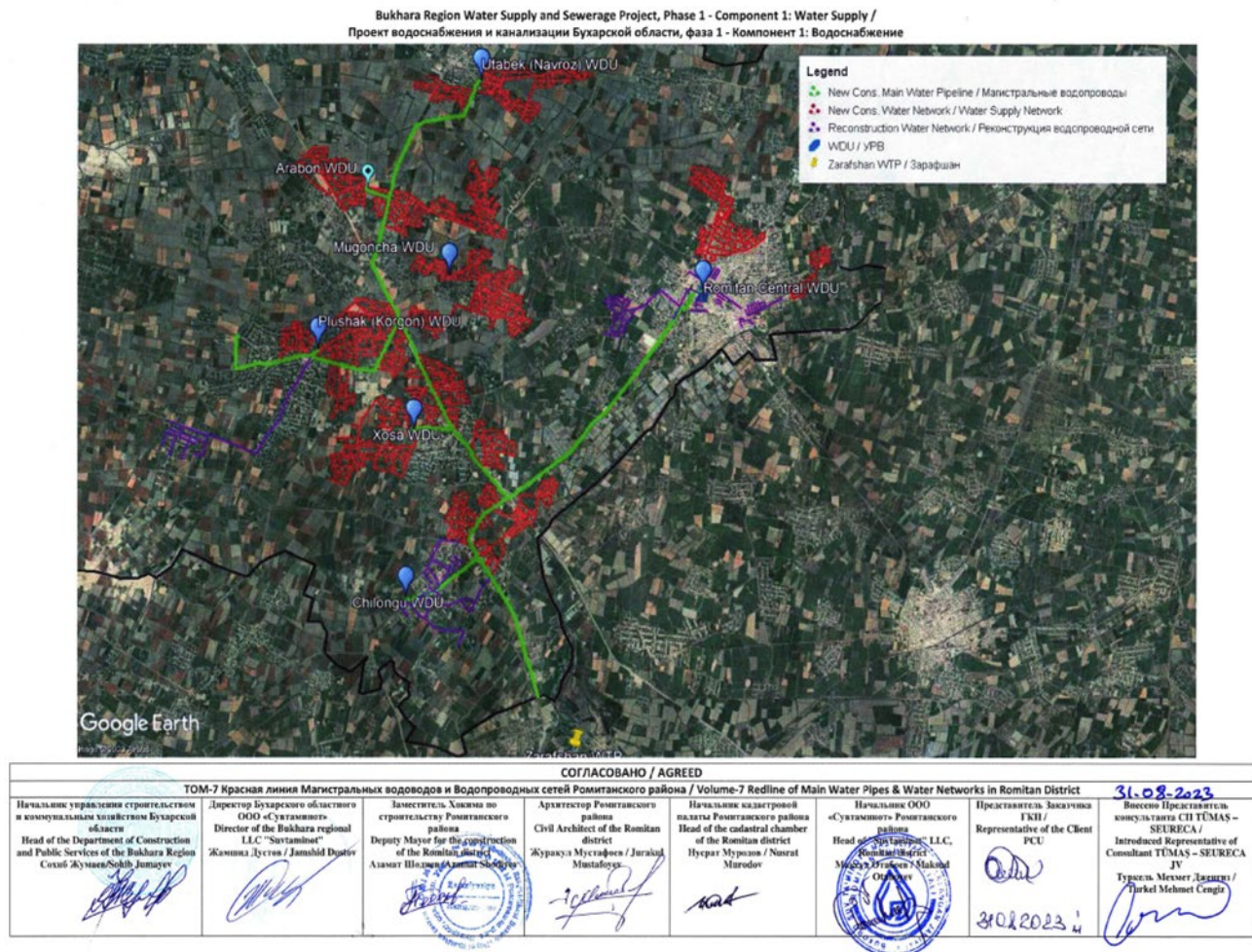


Figure 3: Project Networks and Water Mains Map

red lines = project networks; green lines = project water mains; = project WDUs
Source: Detailed Design

The water main route will start at Zarafshan WTP, cross the Central Bukhara Drainage Canal, and then enter the rural roads of the Romitan district. It will run along the paved roads and the outskirts of farmlands until it reaches Chilonqu WDU. At the intersection with the A-380 highway, the water pipeline will split into two directions:

- (1) The left branch of the water main will follow the A-380 highway to Saroy village. Along this route, there will be two branches leading to Khosa WDU and Pulgushak WDU. Upon reaching Saroy village, the pipeline will veer off the right of the A-380 highway and continue along the rural road to Utabek WDU. Midway along this path, there will be a branch to Arabon WDU.
- (2) The right branch of the water main will follow the highway to the Romitan WDU.

3. Gender Action Plan

This document is the Gender Action Plan (GAP) prepared for the Volume 7: BWSP-W21-25 Romitan District (Project). GAP is prepared following AIIB requirements to ensure the project has a major impact on women's access to resources, their ability to be economically active, and can enhance their livelihoods and their well-being. By reducing gender gaps in the access to the benefits of water infrastructure.

Gender Classification: The project is classified as effective gender mainstreaming. Women's practical benefits will include access to safe, sustainable drinking water, convenient water infrastructure, and bathrooms. The projects will raise public hygiene and sanitation awareness, provide opportunities for employment on the project civil works, contribute to reducing time poverty and expenditure on water and medicine, and improve overall public health in the project area.

GAP's Objective: The GAP's purpose is to ensure that women will benefit from the proposed water supply service and sanitation improvements through women's equal participation and consultation in the project, improved access to water infrastructure and services, and capacity-building opportunities.

The GAP will focus on key areas such as agency staffing, capacity building, and improved access to household water supply infrastructure. The project sets achievable targets for personnel gender mix at the Project Coordination Unit (PCU), Bukhara water utility levels, and Project Management Consultant. The project will: (i) support the Uzsuvtaminot JSC, Bukhara water utility, and local administrations at the district and community levels to promote women through equal access to training and capacity building; (ii) increase women's safety and privacy needs through access to separate bathrooms and toilets; (iii) ensure affordable access to water services; (iv) increase employment opportunities and careers for women through access to formal education qualifications; and (v) provide employment for women in project works.

Responsibilities and Monitoring: PCU and PMC will have the overall responsibility of monitoring the GAP implementation. A gender-focal person will be assigned to the PCU to coordinate GAP implementation and reporting on the project activities. PCU and PMC will work closely to ensure GAP performance is updated in quarterly and semi-annual progress reports submitted to Asian Infrastructure Investment Bank (AIIB).

Table 5: Gender Action Plan for BWSP-W21-25 Romitan District (Volume 7)

| No. | Activity | Indicators and Targets | Responsibility | Monitoring | Timeframe |
|---|---|--|-----------------|---|---------------------------------------|
| Output 1: Water supply services improved | | | | | |
| 1. | Provide requirements for contractor to employ women into its team and conduct job induction and health and safety training activities | Contract and bidding documents included requirement for contractors to employ 15% women in their construction teams and to provide job induction and health and safety training activities to all recruited women employees (2023 Baseline: 0) | PCU and PMC | <ul style="list-style-type: none"> ▪ Contract and bidding documents for civil works ▪ Human Resources Records ▪ Training Participants Lists | Project design stage and construction |
| 2. | Provide safe and sustainable drinking water | <ul style="list-style-type: none"> ▪ Treated water complied with Uzbek drinking water quality standard ▪ Safe and sustainable drinking water available at the WDU and all project settlements 2023 Baseline: (a) drinking water quality revealed non-compliance in four WDUs and one human receptor: Romitan special needs boarding school in Romitan town and Utabek WDU, Pulgushak WDU, Mugoncha WDU, Chilongu WDU, and Khosa WDU (b) the tap water in the area is said to be brackish by the local population during survey | PCU and PMC | <ul style="list-style-type: none"> ▪ Laboratory records of water quality tests in WDUs and selected households ▪ Community consultations and survey reports | Project design stage and construction |
| 3. | Provide safety toilets for females | Design provided for one separate sanitation facility for women per project WDU (2023 Baseline: 7 WDUs design includes separate sanitation facilities) | Design engineer | <ul style="list-style-type: none"> ▪ Constructed separate sanitation facilities for women at the project WDUs | Project design stage and construction |

| No. | Activity | Indicators and Targets | Responsibility | Monitoring | Timeframe |
|-----|--|---|---------------------------|--|---------------------------------------|
| 4. | Provide access to the safe drinking water for elderly people, women, and children | <p>100% population of the project area connected to the new water distribution system complying with water quality standards.</p> <p>2023 Baseline: 75.13% households of the project area connected to the network</p> <p>Statistics Agency under the President of the Republic of Uzbekistan (Letter dated August 15, 2023) reported the total population size of Romitan District as 148,901 people as of January 01, 2023. Bukhara Suv Taminoti LLC has agreed with other stakeholders to connect 37,312 people to the water network under the package “BWSP-W21-25 Romitan District (Volume 7)”. The 37,312 people make up 25.06% of the total district population. Considering that the project shall ensure coverage by water supply service of the entire district population, the existing population connected to the tap water accounts for 111,589 people, making up 74.94%.</p> | PCU, PMC, and contractors | <ul style="list-style-type: none"> ▪ List of villages and towns connected to the water supply system | Project design stage and construction |
| 5. | Organize community consultation meetings with local vulnerable population and specifically with women in the project settlements | <ul style="list-style-type: none"> ▪ Quarterly community consultation meetings are conducted per participating settlement: <ul style="list-style-type: none"> – Consultation meetings are scheduled at times and places convenient to both men and women. – Community consultations are discussed ongoing project activities and issues encountered including those related to the communities’ health and safety and business and job opportunities. – At least 70 women participated in the community consultations by the end of the | PCU and PMC | <ul style="list-style-type: none"> ▪ Community consultations reports ▪ Number of communities covered by consultations ▪ Number of KIIs and FGDs conducted ▪ Number of women participated in consultation meetings ▪ Lists of meeting participants | During the project construction |

| No. | Activity | Indicators and Targets | Responsibility | Monitoring | Timeframe |
|-----|---|--|----------------|---|---------------------------------|
| | | <p>project activities (at least 10 women per community).</p> <ul style="list-style-type: none"> – Community committees, public schools, and rural medical stations include women empowerment and helpline numbers. <p>(2023 Baseline: Communities consultations, key informant interviews (KII), and focus group discussions (FGDs) held in 23 communities, where 44% were women)</p> | | | |
| 6. | Organize training on water conservation and hygiene | <ul style="list-style-type: none"> ▪ One training session per participating settlement (at least seven settlements) is organized at public schools: <ul style="list-style-type: none"> – Training sessions are delivered to the students of 1-11 grades. – Training sessions are scheduled at times agreed upon with the public-school principal. – At least 20 boys and 20 girls per settlement participated in the training activities by the end of the project activities. – Training sessions are focused on school-based hygiene and efficient use of water. The training program is agreed upon with the public-school principal. ▪ One training session per participating settlement (at least seven settlements) is provided in the communities' committee: <ul style="list-style-type: none"> – Training sessions are delivered to low-income families, women-headed households, and other vulnerable groups. | PCU and PMC | <ul style="list-style-type: none"> ▪ Number of schools received training and their location ▪ Training participants lists | During the project construction |

| No. | Activity | Indicators and Targets | Responsibility | Monitoring | Timeframe |
|-----|--|---|----------------|---|---------------------------------|
| | | <ul style="list-style-type: none"> - At least 20 representatives of vulnerable groups participated in the training activities; at least any three categories of vulnerable groups represented in the training activity - Training sessions are scheduled at times and places convenient to training participants. - Training sessions are focused on gender equality of access to water services, best practices on sanitary and hygiene, efficient use of water considering climate change, and tension of reducing water resources in the near future. - The training program is based on an age and gender-sensitive approach. <p>(2023 Baseline: 0; however, key informant interviews and focus group discussions with principals and other women personnel of public schools and kindergartens held in 23 project communities)</p> | | | |
| 7. | Organize a community women's working group | <ul style="list-style-type: none"> ▪ Separate premises for the women-leaders are arranged in the community centers ▪ A community women's working group comprising at least two women per the 47 project villages where the networks will be constructed, is established for monitoring the project activities, economic empowerment of the local women and girls, provision of assistance with various social issues at the community level and promoting behavioral changes. | PCU and PMC | <ul style="list-style-type: none"> ▪ Consultation reports with photographs of separate premises for the women-leaders in the community centers ▪ Minutes of 47 women's working groups | During the project construction |

| No. | Activity | Indicators and Targets | Responsibility | Monitoring | Timeframe |
|---|--|---|----------------|---|---------------------------------|
| 8. | Implement Behavior Change Communication (BCC) activities | <ul style="list-style-type: none"> ▪ Five seminars (in total) with local women participants (makhalla's women-leaders, women-head of households, and young girls) on the implementation of BCC activities: <ul style="list-style-type: none"> – Seminars are scheduled at times and places convenient to participants; however, venue can be also provided by community committee – Seminars are focused on implementation of BCC activities intended to (a) improve environmental sanitation and hygiene and (b) ensure that sanitation conditions of the local households are improved, and they are connected to the new centralized water supply and sanitation facilities. – 10 women and girls-participants per village (at least seven villages) are participated in the seminar. – Development and dissemination of 70 handouts during the seminar(s) | PCU and PMC | <ul style="list-style-type: none"> ▪ Minutes of the seminars ▪ Number of seminars provided ▪ Number of villages covered by seminars ▪ Number of women and girls-participants per village ▪ Number of disseminated handouts | During the project construction |
| 9. | Organize mass media campaign | Organize mass media campaign in the Romitan district that intended to increase the awareness of the population about BCC activities of the project. Make four announcements on local mass media about behavior change communication activities. | PCU and PMC | <ul style="list-style-type: none"> ▪ Number of mass media campaign | During the project construction |
| Output 2: Institutional effectiveness improved | | | | | |
| 10. | Organize employment opportunities for women | PCU and PMC gender focal points are appointed. | PCU and PMC | <ul style="list-style-type: none"> ▪ PCU team composition ▪ PMC team composition | Starting from Year 1 |

| No. | Activity | Indicators and Targets | Responsibility | Monitoring | Timeframe |
|-----|---|--|---------------------------|---|---|
| | | (2023 Baseline: PCU is staffed with Environmental and Social Specialist, and PMC team comprises a Social Safeguards and Gender Specialist) | | | |
| 11. | | 30% of PCU positions are occupied by women. (2023 Baseline: PCU comprising 11 male specialists and one female specialist (9.09%), i.e. Environmental and Social Specialist) | EA and PCU | <ul style="list-style-type: none"> ▪ PCU human resource records | Starting from Year 1 |
| 12. | | <ul style="list-style-type: none"> ▪ 20% of water utility positions are occupied by women. ▪ Gender focal points established in the district customer service department. (2023 Baseline: As of 01 August 2023, the overall personnel of the water utility employ 1,248 persons, where women share is 18.83 % (235 females). The project district department comprises four women employed in different jobs, included customer service, administrative assistance, and accounting.) | EA, Water Utility, PMC | <ul style="list-style-type: none"> ▪ Water utility's human resource records ▪ Composition of the district customer service department | Starting from Year 1 |
| 13. | | <ul style="list-style-type: none"> ▪ 10% of contractor's positions occupied by women. ▪ All new jobs are (1) advertised with a statement encouraging women to apply and (2) published in the local mass media and community centers. (2023 Baseline: 0) | PCU, PMC, and contractors | <ul style="list-style-type: none"> ▪ Contractor's human resource records ▪ Job announcements | Starting from Year 1 |
| 14. | Provide gender and GAP awareness training | <ul style="list-style-type: none"> ▪ One gender awareness and GAP training is provided to contractors: | PMC | <ul style="list-style-type: none"> ▪ Training outline for contractor ▪ Contractor's personnel training list participants | Prior to the physical commencement of work on the project |

| No. | Activity | Indicators and Targets | Responsibility | Monitoring | Timeframe |
|-----|---|---|----------------|---|---------------------------------|
| | | <ul style="list-style-type: none"> – Training is delivered to contractors' personnel: both men and women. All women should participate in the training. – Training is delivered prior to the physical commencement of work on the project. – Training is focused on the GAP implementation, gender, hygiene, and sanitation awareness, and community's health and safety. <ul style="list-style-type: none"> ▪ One gender awareness and GAP training provided to the personnel of district department of water utility: <ul style="list-style-type: none"> – Training is delivered to the water utility personnel (including to those worked at customer service departments and HR department) where at least 50% of the overall trainees are women. – Training is delivered before the commencement of the contract under the project to ensure smooth project implementation. – Training is focused on the GAP implementation, gender, hygiene, and sanitation awareness, and community's health and safety. <p>(2023 Baseline: 0)</p> | | <ul style="list-style-type: none"> ▪ Training outline for the district department of water utility ▪ Training list participants from the district department of water utility ▪ Number of women-participants | |
| 15. | Provide gender equality and skills development training | <ul style="list-style-type: none"> ▪ One specific on-the-job training to the contractor's personnel with special focus on targeting female workers is provided: <ul style="list-style-type: none"> – Training is delivered during the contractor's work. | PCU and PMC | <ul style="list-style-type: none"> ▪ Training outline for contractor ▪ Contractor's personnel training list participants | During the project construction |

| No. | Activity | Indicators and Targets | Responsibility | Monitoring | Timeframe |
|-----|--|--|--|--|---------------------------------|
| | | <ul style="list-style-type: none"> - Training is focused on the occupational health and safety, filing complaints, measures to be taken against unpaid labour work, participating in decision making, and other skills necessary for advancing gender equality in women daily lives and work. <p>(2023 Baseline: 0)</p> | | <ul style="list-style-type: none"> ▪ Training minutes | |
| 16. | Organize specific provisions for women in the labour camp(s) | <p>Adequate facilities for women in construction sites are established (bathroom, sanitation facilities, catering area, etc.).</p> <p>(2023 Baseline: 0)</p> | PCU, PMC, and contractors | <ul style="list-style-type: none"> ▪ Photographs of facilities for women in construction sites | Starting from Year 1 |
| 17. | Provide equal remuneration | <p>Ensure equal pay for same work between male and female workers, and payments for women are paid directly to them.</p> <p>(2023 Baseline: 0)</p> | PCU, PMC, Water Utility, and contractors | <ul style="list-style-type: none"> ▪ Contractor's payroll records | Starting from Year 1 |
| 18. | Monitor the contractor's compliance with the Code of Conduct | <p>Contractors employ dust and noise control measures in the project areas (hours during which noisy plant and equipment may be used) following the Contractor Code of Conduct. Monitoring findings are reported to the PCU.</p> <p>(2023 Baseline: 0)</p> | PCU, PMC, and contractors | <ul style="list-style-type: none"> ▪ Number of complaints from the local population ▪ Reporting on dust and noise control measures implemented | During the project construction |
| 19. | | <p>Following the Code of Conduct, contractors behave correctly toward the local population (including women, older adults, and children).</p> <p>(2023 Baseline: 0)</p> | PCU, PMC, and contractors | <ul style="list-style-type: none"> ▪ Number of complaints from the local population | During the project construction |

| No. | Activity | Indicators and Targets | Responsibility | Monitoring | Timeframe |
|-----|---|---|---------------------------|---|----------------------|
| 20. | Manage the Grievance Redress Mechanism (GRM) | <ul style="list-style-type: none"> ▪ At least one woman member included in the Grievance Redress Committee (GRC) per participating settlement. ▪ Sex disaggregated data on complaints filed and redressed. (2023 Baseline: 0) | PCU, PMC, and contractors | <ul style="list-style-type: none"> ▪ Composition of GRC ▪ Complaint Log | Starting from Year 1 |
| 21. | Implement, monitor and report on Gender Action Plan (GAP) | <ul style="list-style-type: none"> ▪ Progress monitored regularly and reported in semi-annual reports. ▪ Lessons learned and good practices highlighted. (2023 Baseline: 0) | PCU, PMC, and contractors | <ul style="list-style-type: none"> ▪ GAP Quarterly Progress Report ▪ Semi-annual GAP Monitoring Report ▪ GAP Completion Report | Starting from Year 1 |

GAP = Gender Action Plan; WDU = water distribution unit (station); PCU = Project Coordination Unit; PMC = Project Management Consultant; EA = Executing Agency; GRM = Grievance Redress Mechanism; GRC = Grievance Redress Committees.

4. GAP Implementation Schedule

The GAP implementation schedule is provided in Table 6.

Table 6: GAP Implementation Schedule

| No. | Activities | 2025-2026/Months | | | | | | | | | | | | | | | | | | | | | | | |
|---|---|------------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| Output 1: Water supply services improved | | | | | | | | | | | | | | | | | | | | | | | | | |
| 1. | Provide requirements for contractor to employ women into its team and conduct proper training activities | | | | | | | | | | | | | | | | | | | | | | | | |
| 2. | Provide safe and sustainable drinking water | | | | | | | | | | | | | | | | | | | | | | | | |
| 3. | Provide safety toilets for females | | | | | | | | | | | | | | | | | | | | | | | | |
| 4. | Provide access to the safe drinking water for elderly people, women, and children | | | | | | | | | | | | | | | | | | | | | | | | |
| 5. | Organize community consultation meetings with local population and specifically with women in the project settlements | 1 | | | 1 | | | 1 | | | 1 | | | 1 | | | 1 | | | 1 | | | 1 | | |
| 6a. | Organize training on water conservation and hygiene at public schools | 1 | | | 1 | | | 1 | | | 1 | | | 1 | | | 1 | | | 1 | | | 1 | | |
| 6b. | Organize training on water conservation and hygiene in the communities' committee | | 1 | | | 1 | | | 1 | | | 1 | | | 1 | | | 1 | | | 1 | | | 1 | |
| 7. | Organize a community women working group | | | | | | | | | | | | | | | | | | | | | | | | |
| 8. | Implement Behavior Change Communication (BCC) activities | | | 1 | | | 1 | | | 1 | | | 1 | | | 1 | | | 1 | | | 1 | | | |
| 9. | Organize mass media campaign | 1 | | | | | | 1 | | | | | 1 | | | | | | | 1 | | | | | |
| Output 2: Institutional effectiveness improved | | | | | | | | | | | | | | | | | | | | | | | | | |
| 10. | Organize employment opportunities for women: | | | | | | | | | | | | | | | | | | | | | | | | |

| No. | Activities | 2025-2026/Months | | | | | | | | | | | | | | | | | | | | | | | |
|-----|--|------------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| | PCU and PMC gender focal points appointed | | | | | | | | | | | | | | | | | | | | | | | | |
| 11. | Organize employment opportunities for women: 30% of PCU positions are occupied by women | | | | | | | | | | | | | | | | | | | | | | | | |
| 12. | Organize employment opportunities for women <ul style="list-style-type: none"> ▪ 20% of water utility positions are occupied by women ▪ Gender focal points established in the district customer service department | | | | | | | | | | | | | | | | | | | | | | | | |
| 13. | Organize employment opportunities for women: <ul style="list-style-type: none"> ▪ 10% of contractor's positions occupied by women ▪ All new jobs are advertised with a statement encouraging women to apply | | | | | | | | | | | | | | | | | | | | | | | | |
| 14a | Provide gender and GAP awareness training to contractor(s) | | 1 | | | | | | | | | | | | | | | | | | | | | | |
| 14b | Gender and GAP awareness training to the personnel of district department of water utility | | 1 | | | | | | | | | | | | | | | | | | | | | | |
| 15. | Provide gender equality and skills development training | | | | | 1 | | | | | | | | | | | | | | | | | | | |
| 16. | Organize specific provisions for women in the labour camp(s) | | | | | | | | | | | | | | | | | | | | | | | | |
| 17. | Provide equal remuneration | | | | | | | | | | | | | | | | | | | | | | | | |
| 18. | Monitor the contractor's compliance with the Code of Conduct: Contractors employ dust and noise control measures in the project areas (hours during which noisy plant and equipment may be used) following the Contractor Code of | | | | | | | | | | | | | | | | | | | | | | | | |

| No. | Activities | 2025-2026/Months | | | | | | | | | | | | | | | | | | | | | | | |
|----------------------------------|--|------------------|---|---|---|---|---|---|---|---|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|
| | | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 |
| | Conduct. Monitoring findings are reported to the PCU | | | | | | | | | | | | | | | | | | | | | | | | |
| 19. | Monitor the contractor's compliance with the Code of Conduct: Following the Code of Conduct, contractors behave correctly toward the local population (including women, older adults, and children) | | | | | | | | | | | | | | | | | | | | | | | | |
| 20. | Manage the Grievance Redress Mechanism | | | | | | | | | | | | | | | | | | | | | | | | |
| 21. | Implement, monitor, and report on GAP | | | | | | | | | | | | | | | | | | | | | | | | |
| Monitoring and Evaluation | | | | | | | | | | | | | | | | | | | | | | | | | |
| 22. | Monitoring and evaluation of GAP implementation | | | | | | | | | | | | | | | | | | | | | | | | |
| 23. | Ensure smooth and timely the GAP implementation | | | | | | | | | | | | | | | | | | | | | | | | |
| 24. | Provide input in the PMC's monthly and quarterly reports | | | | | | | | | | | | | | | | | | | | | | | | |
| 25. | Preparation of semi-annual GAP implementation report | | | | | | | | | | | | | | | | | | | | | | | | |

GAP = Gender Action Plan; PCU = Project Coordination Unit; PMC = Project Management Unit; GRM = Grievance Redress Mechanism; 1*/2* = number of events.

5. GAP Implementation Cost

The following table provides costs for GAP implementation.

Table 7: GAP Implementation Cost

| Cost item | Quantity | Unit cost | Total cost | Comments |
|--|--|-----------|------------|--|
| Community consultation meetings: <ul style="list-style-type: none"> ▪ Railway ticket (Tashkent-Bukhara-Tashkent) for PMC, round trip ▪ Transportation from Bukhara to seven project settlements villages (where water stations will be constructed), round trip ▪ Accommodation for PMC (one night in hotel) ▪ PMC fee (incl. per diem) | 8 (quarterly) | 300 | \$2,400 | costs are included in the PMC contract |
| Training on water conservation and hygiene: <ul style="list-style-type: none"> ▪ Handouts for 100 participants per village (100 pcs per village) ▪ Railway ticket (Tashkent-Bukhara-Tashkent) for PMC, round trip ▪ Transportation from Bukhara to seven project settlements villages (where water stations will be constructed), round trip ▪ Transportation from Bukhara to seven project settlements villages (where water stations will be constructed) villages, round trip ▪ Accommodation for PMC (two nights in hotel) ▪ PMC fee (incl. per diem) | 14 7 training sessions at public school (one per project community) + 7 training sessions at community committees (one per project community) | 200 | \$2,800 | costs are included in the PMC contract |
| Behavior Change Communication activities: <ul style="list-style-type: none"> ▪ BCC handouts for 4x10=40 participants ▪ Railway ticket (Tashkent-Bukhara-Tashkent) for PMC, round trip ▪ Transportation from Bukhara to Romitan district villages, round trip ▪ Accommodation for PMC (one night) ▪ PMC fee (incl. per diem) | 7 (one per project community) | 300 | \$2,100 | costs are included in the PMC contract |
| Mass media campaign: <ul style="list-style-type: none"> ▪ Publication information on the project and BCC activities in the local newspaper ▪ Publication of information on the project and BCC activities in digital media | 4 | \$100 | \$400 | costs are included in the PMC contract |
| Gender and GAP awareness training to contractor(s): <ul style="list-style-type: none"> ▪ Handouts for 20 participants ▪ Railway ticket (Tashkent-Bukhara-Tashkent) for PMC, round trip ▪ Transportation from Bukhara to the construction site(s) ▪ Accommodation for PMC (one night) ▪ PMC fee (incl. per diem) | 1 | 300 | \$300 | Costs are included in the PMC contract |
| Gender and GAP awareness training to water utility and PCU personnel: <ul style="list-style-type: none"> ▪ Handouts for 80 participants | 2 | 300 | \$300 | Costs are included in the PMC contract |

| Cost item | Quantity | Unit cost | Total cost | Comments |
|---|----------|-----------|-----------------|--|
| <ul style="list-style-type: none"> ▪ Railway ticket (Tashkent-Bukhara-Tashkent) for PMC, round trip ▪ Accommodation for PMC (one night) ▪ PMC fee (incl. per diem) | | | | |
| Gender equality and skills development training: <ul style="list-style-type: none"> ▪ Handouts for 20 participants (contractor's personnel) ▪ Railway ticket (Tashkent-Bukhara-Tashkent) for PMC, round trip ▪ Transportation from Bukhara to the construction site(s) ▪ Accommodation for PMC (one night) ▪ PMC fee (incl. per diem) | 1 | 300 | \$300 | Costs are included in the PMC contract |
| Subtotal: | - | - | 8,600.00 | - |
| Miscellaneous (10%): | - | - | 860.00 | - |
| Total: | - | - | 9,460.00 | - |

GAP = Gender Action Plan; PCU = Project Coordination Unit; PMC = Project Management Consultant.

6. Monitoring and Evaluation

GAP implementation status will be monitored by PMC and reviewed by PCU. Records demonstrating compliance with legal requirements and conformance with the GAP will also be maintained. The monitoring and evaluation requirements will also be fulfilled by maintaining the proper documentation records of the capacity building and training activities, including reports preparation by PMC and monitoring missions by PCU. Pending activities will be included in the PMC's social monitoring reports. The data is to be disaggregated by gender where possible. Monitoring results will be reported to AIIB once every quarter. The Bank will monitor and review the GAP implementation following the targets and indicators specified in the GAP.

7. Reporting

On behalf of Uzsvtaminot JSC, PCU is responsible for managing GAP implementation, which will be conducted by PMC. The following progress and monitoring reports will be prepared by PMC/PCU and submitted to AIIB.

Table 8: Reporting arrangements and requirements

| No. | Type of Report | Content | Frequency |
|-----|-------------------------------|---|-----------|
| 1. | GAP Quarterly Progress Report | <ul style="list-style-type: none"> ▪ Progress on GAP activities, progress on indicators, results, issues, constraints, variation from GAP (if any), reason for the same and corrections recommended. ▪ Consultation meeting minutes. ▪ Management of Gender-related issues of Grievance redress. | Quarterly |

| No. | Type of Report | Content | Frequency |
|-----|-----------------------------------|--|----------------------------|
| 2. | Semi-annual GAP Monitoring Report | <ul style="list-style-type: none"> ▪ Progress on the GAP activities, indicators, and variations, if any, with explanation and outcome, and recommended corrective actions | Semi-annual |
| 3. | GAP Completion Report | <ul style="list-style-type: none"> ▪ Overall narrative of the GAP process, outputs and outcomes of indicators from baseline, key variations/changes, and lessons learned. | Upon completion of project |