

Uzbekistan: Bukhara Region Water Supply and Sewerage (BRWSSP)

Project No.: 000314

Component 1 – Investment in Water Supply Infrastructure

Gender Action Plan:

Volume-6: BWSP-W21-25 Peshku District

January 2025

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CURRENCY EQUIVALENTS

(as of 01 September 2024)¹

Currency unit	–	Uzbek Sum (UZS)
US\$1.00	=	UZS12,655.01

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. Project Description

1.1. Background

Bukhara Region Water Supply and Sewerage Project² (BRWSSP) supports the ongoing efforts of the Government of Uzbekistan towards improving the water supply and sanitation services in the Bukhara Province with Asian Infrastructure Investment Bank (AIIB) financing. The Project aims at improving access to safe, reliable, and sustainable water supply in six districts: Bukhara, Romitan, Peshku, Jandor, Kagan, and Karaulbazar districts and the Bukhara and Kagan cities. The Project range is provided in [Figure 1](#) and comprises the following components:

- Volume-1 No: BWSP-W1-3 Central facilities of water supply systems in Bukhara
- Volume-2 No: BWSP-W4-10 Bukhara city and Bukhara District
- Volume-3 No: BWSP-W11-14 Jandor District
- Volume-4 No: BWSP-W15-19 Kagan and Kagan District
- Volume-5 No: BWSP-W20 Karaulbazar District
- Volume-6 No: BWSP-W21-25 Peshku District
- Volume-7 No: BWSP-W21-25 Romitan District.

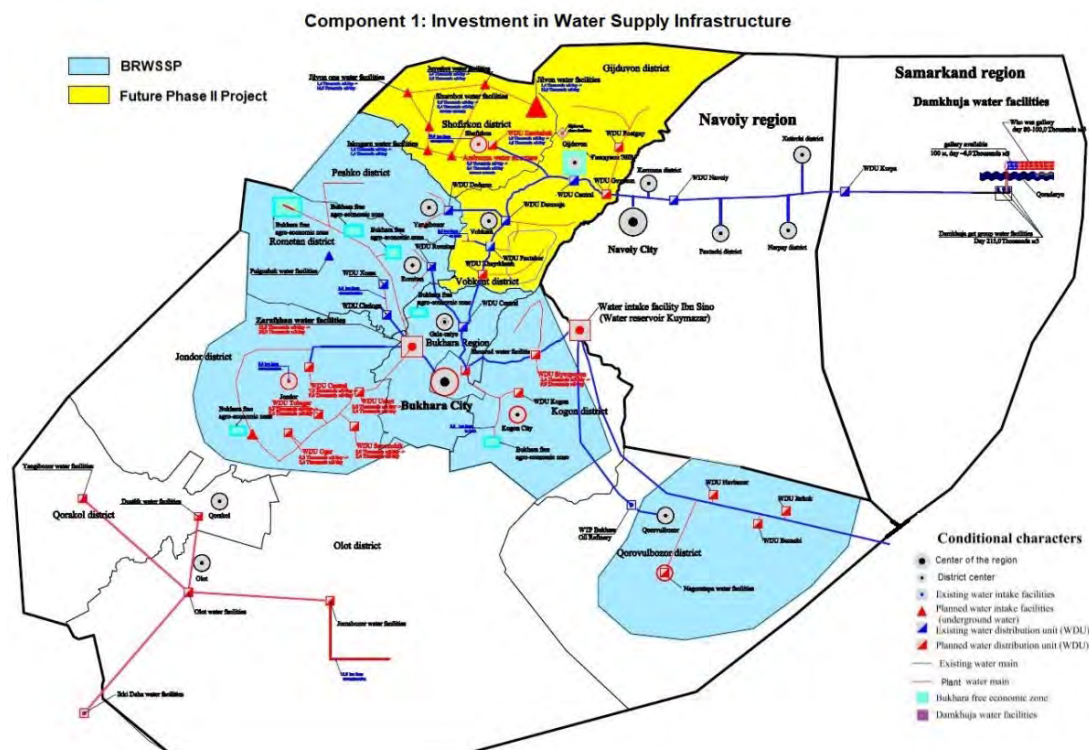


Figure 1: Project Range
(Source: Project Feasibility Study)

² [Uzbekistan: Bukhara Region Water Supply and Sewerage Project, Asian Infrastructure Investment Bank \(www.aiib.org\)](http://www.aiib.org)

1.2. Project Location

The document discusses the BWSP-W21-25 Peshku District (Volume 6), which covers activities in the Peshku District of Bukhara province (Figure 2).

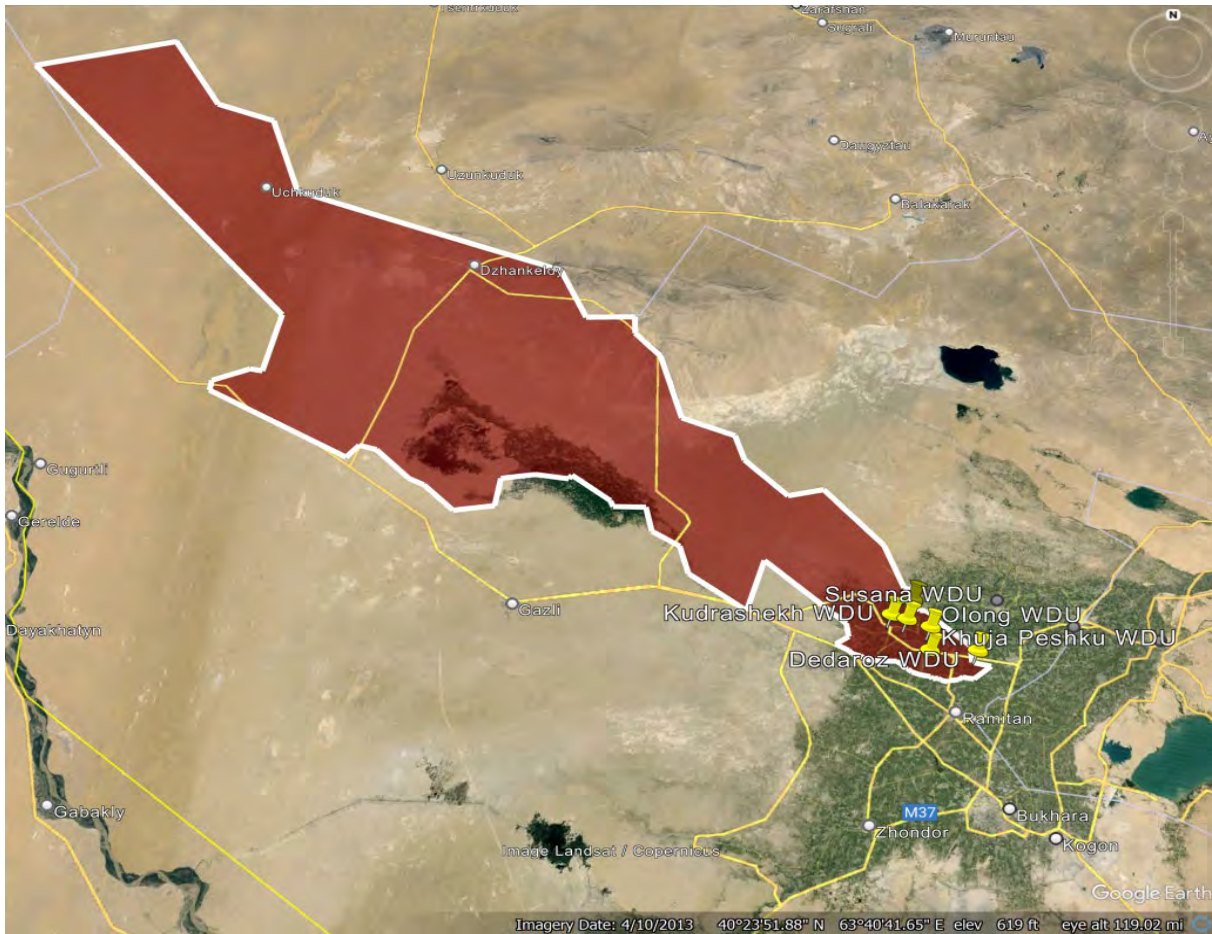


Figure 2: Project Area

White lines = boundaries of areas comprising Peshku District; yellow line = road infrastructure
Source: Google earth

Peshku District is located in the northwestern part of Bukhara Province near to M-37 highway, as shown on Figure 2. The district is composed of 131 populated settlements, including four towns (Yangibozor, Peshku, Shavgon, and Mahallai-Mirishkor), and 127 villages. The most populated settlements are concentrated around the district administrative center – Yangibozor town. Other parts of the Peshku district are in the Kyzylkum desert, where villages are sparsely populated. The project will be implemented in the south of the Peshku district, where the most population is resided, which is highlighted in color on Figure 2 and involves the design and construction of water mains and primary and secondary networks in this area. Most of the civil work will be concentrated around six project pumping stations including inside works and outside works for connecting, extension, rehabilitation of the district networks and connections.

Figure 3 provides the location of the project WDUs, and water main and network routes.

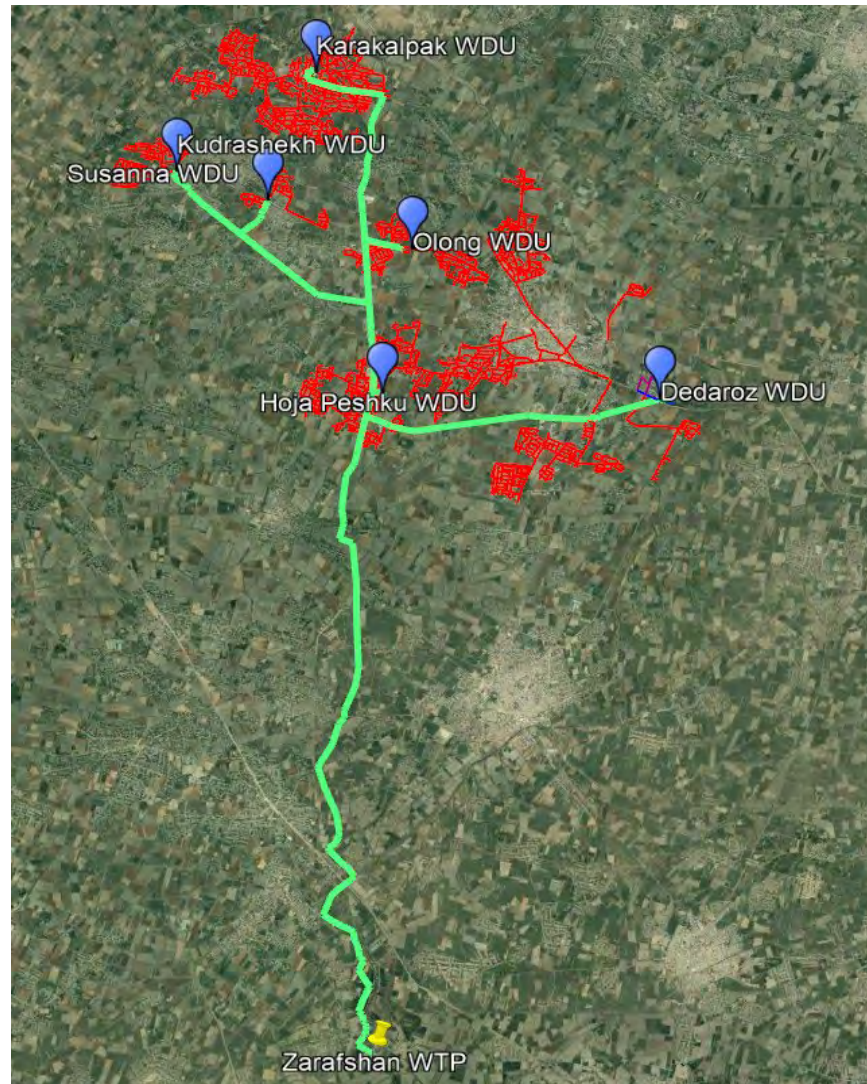


Figure 3: Project WDUs

WDU = water distribution station; WTP = water treatment plant; red lines = networks; green lines = water main sourcing water from Zarafshan WTP to Peshku district

(Source: Google earth)

The project WDUs are accessed via A-380 and M-37 highways. The project area is more highly developed than the other parts of Peshku District. It has more settlements, the main administrative center for the district providing government and public services, and active business and agricultural activities. The project WDUs are located near populated settlements to provide direct water to customers. The WDU lands belong to the water utility and are classified as secure facilities by applicable Uzbekistan legislation³. Other project components include pipework for laying new pipelines or rehabilitating existing ones. The pipes will be laid mainly along the district and rural roads, where the existing pipes will not be removed until testing and commissioning the new ones and ensuring the overall hydraulic integrity of the network.

³ [Regulation of the Cabinet of Ministers of Uzbekistan No. 981 "On the procedure for establishing water protection zones and sanitary buffer zones of water bodies in Uzbekistan," 11.12.2019](#)

1.3. Project Components

The project comprises three main components: WDUs, water mains, and networks. The approved interventions under the project (Table 1) will help to meet the growing drinking water demand in the Peshku district and provide proper public health conditions in the area.

Table 1: Summary of the project activities

No.	Component	Project Works
1.	Khuja Peshku WDU	<ul style="list-style-type: none"> ▪ Construction of new water reservoirs (2x1000 m³) ▪ Construction of a new pumping station with equipment: <ul style="list-style-type: none"> – horizontal centrifugal pumps (two main and one spare): $Q_p=25$ l/s, $Q_t=50.18$ l/s, $H_m=50$ m, $N_m=22$ kW, $GL=226.5$, $PAL=224.35$ m – submersible pump: $Q_p=10$ m³/h, $H_m=10$ mwc, $N_m=0.75$ kW – field drainage pump: $Q_p=20$ m³/h, $H_m=10$ mwc $N_m=1.5$ kW ▪ 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 ▪ Construction of new septic tank ▪ Construction of new check point (guard house) ▪ Other supplementary or ancillary works
2.	Dedaroz WDU	<ul style="list-style-type: none"> ▪ Construction of new water reservoirs (2x2500 m³) ▪ Installation of new pumping equipment: <ul style="list-style-type: none"> – horizontal centrifugal pumps (three main and one spare): $Q_p=52.98$ l/s, $Q_t=158.95$ l/s, $H_m=50$ m, $N_m=45$ kW, $GL=232.4$, $PAL=231.76$ m – submersible pump: $Q_p=10$ m³/h, $H_m=10$ mwc, $N_m=0.75$ kW – field drainage pump: $Q_p=20$ m³/h, $H_m=10$ mwc $N_m=1.5$ kW ▪ 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 ▪ Construction of new administrative building ▪ Construction of new garage for two vehicles ▪ Construction of new septic tank ▪ Construction of new check point (guard house) ▪ Other supplementary or ancillary works
3.	Kudrashekh WDU	<ul style="list-style-type: none"> ▪ Construction of new water reservoirs (2x900 m³) ▪ Installation of new pumping equipment: <ul style="list-style-type: none"> – vertical centrifugal pumps (two main and one spare): $Q_p=25$ l/s, $Q_t=50.02$ l/s, $H_m=64$ m, $N_m=22$ kW, $GL=224.4$, $PAL=221.8$ m – submersible pump: $Q_p=10$ m³/h, $H_m=10$ mwc, $N_m=0.75$ kW – field drainage pump: $Q_p=20$ m³/h, $H_m=10$ mwc $N_m=1.5$ kW ▪ 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 ▪ Construction of new septic tank ▪ Other supplementary or ancillary works
4.	Olong WDU	<ul style="list-style-type: none"> ▪ Construction of new water reservoirs (2x1600 m³) ▪ Construction of new pumping station with equipment: <ul style="list-style-type: none"> – horizontal centrifugal pumps (three main and one spare): $Q_p=23.44$ l/s, $Q_t=70.32$ l/s, $H_m=50$ m, $N_m=22$ kW, $GL=229.92$, $PAL=227.65$ – submersible pump: $Q_p=10$ m³/h, $H_m=10$ mwc, $N_m=0.75$ kW – field drainage pump: $Q_p=20$ m³/h, $H_m=10$ mwc $N_m=1.5$ kW ▪ 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 ▪ Construction of new septic tank ▪ Construction of new check point (guard house) ▪ Other supplementary or ancillary works

No.	Component	Project Works
5.	Susana WDU	<ul style="list-style-type: none"> ▪ Construction of new water reservoirs (2x1000 m³) ▪ Construction of new pumping station with equipment: <ul style="list-style-type: none"> – horizontal centrifugal pumps (two main and one spare): Q_p= 21.36 l/s, Q_t= 70.32 l/s, H_m = 50 m, Nm = 22 kW, GL = 227.10 m, PAL = 224.95 m – submersible pump: Q_p =10 m³/h, H_m = 10 mwc, Nm= 0.75 kW – field drainage pump: Q_p =20 m³/h, H_m = 10 mwc Nm= 1.5 kW ▪ 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 ▪ Construction of new septic tank ▪ Construction of new check point (guard house) ▪ Other supplementary or ancillary works
6.	Karakalpak WDU	<ul style="list-style-type: none"> ▪ Construction of new water reservoirs (2x1400 m³) ▪ Construction of new pumping station with equipment: <ul style="list-style-type: none"> – horizontal centrifugal pumps (two main and one spare): Q_p= 22.12 l/s, Q_t= 66.37 l/s, H_m = 50 m, Nm = 22 kW, GL = 225 m, PAL = 222.85 – submersible pump: Q_p =10 m³/h, H_m = 10 mwc, Nm= 0.75 kW – field drainage pump: Q_p =20 m³/h, H_m = 10 mwc Nm= 1.5 kW ▪ 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 ▪ Construction of new septic tank ▪ Construction of new check point (guard house) ▪ Other supplementary or ancillary works
7.	Pipework	<ul style="list-style-type: none"> ▪ Construction of 377.869 km of networks, including 240.2855 km of primary and 137.5835 km of secondary networks

WDU = water distribution units (station)

Key activities to be conducted over the life of the project are outlined in Table 2.

Table 2: Project activities during implementation

No.	Project Phase	Details
1.	Pre-construction Phase	<ul style="list-style-type: none"> ▪ All work will be conducted in accordance with the detailed master construction schedule agreed upon with the water company and local authorities. ▪ Prior to the commencement of work, the contractor would be required to provide a detailed site-specific environmental and social management plan identifying traffic, earth, community health and safety, emergency preparedness, and other management plans. ▪ No dispossession of assets or project activities (including ground clearance) shall occur unless consent has been obtained from affected communities and compensation activities are completed for the project component following Livelihood Restoration Plan.
2.	Construction Phase	<ul style="list-style-type: none"> ▪ The contractor will prepare the site-specific environmental and social management plan. ▪ The construction, testing, and commissioning of the system will be undertaken in accordance with applicable construction, environmental, and public health standards of Uzbekistan. ▪ The contractor will perform environmentally and socially friendly construction.
3.	Operation Phase	<ul style="list-style-type: none"> ▪ When transferring the water infrastructure, the water utility will ensure the availability of the required engineering personnel at the WDUs. The contractor will deliver training sessions on water infrastructure operation and maintenance. ▪ The water utility will properly manage new water infrastructure and will perform the drinking water production in compliance with the Uzbek drinking water quality standard.

2. Gender Action Plan

This document is the Gender Action Plan (GAP) prepared for Volume 6: BWSP-W21-25 Peshku District (Project). GAP is prepared following the Project ESMPF and 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 equal 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 at the construction sites and WDUs; (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 3: Gender Action Plan for BWSP-W21-25 Peshku District (Volume 6)

No.	Activity	Indicators and Targets	Responsibility	Monitoring	Timeframe
Output 1: Water supply services improved					
1.	Provide requirements for contractors to employ women into their teams and conduct proper training activities.	Contract and bidding documents included a requirement for contractors to employ 15% women in their construction teams and to provide skills training to all recruited women employees (2025 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 (2024 Baseline: <ul style="list-style-type: none"> (a) drinking water quality revealed non-compliance in four project WDUs (Khuja Peshku, Kudrashekh, Olong, and Susana) and two human receptors (Public School no.17 in Karakalpak village and Kindergarten no.17 in Dedaroz village) (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 safe toilets for females	Design provided for separate sanitation facilities for women at the administrative building of the Peshku district department of water utility and WDUs. (2024 Baseline: WDU design includes separate sanitation facilities)	Design Engineer	<ul style="list-style-type: none"> ▪ Constructed separate sanitation facilities for women at the project facilities 	Project design stage and construction
4.	Provide access to safe drinking water for elderly	100% of the population of the project area is connected to the new water distribution system, complying with water quality standards.	PCU, PMC, and contractors	<ul style="list-style-type: none"> ▪ List of villages and towns connected to 	Project design stage and construction

No.	Activity	Indicators and Targets	Responsibility	Monitoring	Timeframe
	people, women, and children	(2024 Baseline: According to Uzbekistan Statistics Agency, as of January 01, 2024, the water supply coverage is 45.9% in the Peshku district.)		the water supply system	
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 60 women participated in the community consultations by the end of the project activities (at least 10 women per community). – Community committees, public schools, and rural medical stations include women empowerment and helpline numbers. <p>(2024 Baseline: Communities consultations, key informant interviews, and focus group discussions held in 18 communities, where 44% were women)</p>	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
6.	Organize training on water conservation and hygiene	<ul style="list-style-type: none"> ▪ One training session per participating settlement (at least six 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. 	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
		<p>(2024 Baseline: 0; however, key informant interviews and focus group discussions with principals and other women personnel of public schools and kindergartens held in 18 project communities)</p> <ul style="list-style-type: none"> ▪ One training session per participating settlement (at least 6 settlements) will be provided in the communities' committee: <ul style="list-style-type: none"> – Training sessions will be delivered to each member of communities – At least 30% of women residents participated in each trainings – At least 20 representatives of vulnerable groups will participate in the training activities; at least any three categories of vulnerable groups will represent in the training activity – Training sessions will be scheduled at times and places convenient to training participants. – Training sessions will focus 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 will be based on an age and gender-sensitive approach. 			
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 is established to monitor the project activities, economic empowerment of the local women and girls, assistance with various social issues at the community level and promoting behavioral changes. <p>(2024 Baseline: 0)</p>	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 53 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"> ▪ Six 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 for participants; however, the venue can be also provided by a community committee – Seminars are focused on the 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 six villages) participated in the seminar. – Development and dissemination of 60 handouts during the seminar(s) <p>(2024 Baseline: 0)</p>	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 a mass media campaign	<p>Organize a mass media campaign in the Peshku district to increase the population's awareness of the project's BCC activities. Make four announcements on local mass media about behavior change communication activities.</p> <p>(2024 Baseline: The project's activities in the Peshku district were covered in the mass media in August 2024, www.sreda.uz)</p>	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	<p>PCU and PMC gender focal points are appointed.</p> <p>(2024 Baseline: PCU is staffed with an Environmental and Social Specialist, and the PMC team comprises a Social Safeguards and Gender Specialist)</p>	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
11.		<p>30% of PCU positions are occupied by women.</p> <p>(2024 Baseline: PCU comprising 10 male specialists and one female specialist (9.09%), i.e. Environmental and Social Specialist)</p>	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. <p>(2024 Baseline: On 01 August 2023, the total number of employees in the water utility was 1,248, with women making up 18.83% (235 females). In the project district department, four women were employed in various roles, including deputy head of the Peshku District Suvtaminot, customer service, administrative assistant, and accounting.)</p>	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 are 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. <p>(2024 Baseline: 0)</p>	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: <ul style="list-style-type: none"> – Training is delivered to contractors' personnel, both men and women. However, at least three participants of those trained are women. – Training is delivered before the physical commencement of work on the project. – Training is focused on GAP implementation, gender, hygiene, and sanitation awareness, and community health and safety. 	PMC	<ul style="list-style-type: none"> ▪ Training outline for contractors ▪ Contractor's personnel training list participants ▪ Training outline for the district department of water utility ▪ Training list participants from the district department of water utility 	Prior to the physical commencement of work on the project

No.	Activity	Indicators and Targets	Responsibility	Monitoring	Timeframe
		<ul style="list-style-type: none"> ▪ Two gender awareness and GAP training courses provided to the personnel of the district department of water utility: <ul style="list-style-type: none"> – Training is delivered to water utility personnel (including those who work in customer service departments and HR departments), and at least 50% of the trainees are women. – Training is delivered before the commencement of the contract under the project to ensure smooth project implementation. – Training is focused on GAP implementation, gender, hygiene, and sanitation awareness, and community health and safety. <p>(2024 Baseline: 0)</p>		<ul style="list-style-type: none"> ▪ Number of women-participants 	
15.	Provide gender equality and skills development training	<ul style="list-style-type: none"> ▪ One specific on-the-job training for the contractor's personnel with a special focus on targeting female workers is provided: <ul style="list-style-type: none"> – Training is delivered during the contractor's work. – Training focuses on occupational health and safety, filing complaints, measures to be taken against unpaid labor, participating in decision-making, and other skills necessary for advancing gender equality in women's daily lives and work. <p>(2024 Baseline: 0)</p>	PCU and PMC	<ul style="list-style-type: none"> ▪ Training outline for contractors ▪ Contractor's personnel training list participants ▪ Training minutes 	During the project construction
16.	Organize specific provisions for women in the labor camp(s)	<p>Adequate facilities for women in construction sites are established (bathrooms, sanitation facilities, catering area, etc.).</p> <p>(2024 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 the same work between male and female workers, and payments for women are paid directly to them.</p>	PCU, PMC, Water Utility, and contractors	<ul style="list-style-type: none"> ▪ Contractor's payroll records 	Starting from Year 1

No.	Activity	Indicators and Targets	Responsibility	Monitoring	Timeframe
		(2024 Baseline: 0)			
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 plants and equipment may be used) following the Contractor Code of Conduct. Monitoring findings are reported to PCU. (2024 Baseline: 0)	PCU, PMC, and contractors	<ul style="list-style-type: none"> ▪ Number of complaints from the local population ▪ Reports on dust and noise control measures implemented 	During the project construction
19.		Following the Code of Conduct, contractors behave correctly toward the local population (including women, older adults, and children). (2024 Baseline: 0)	PCU, PMC, and contractors	<ul style="list-style-type: none"> ▪ Number of complaints from the local population 	During the project construction
20.	Manage the Grievance Redress Mechanism (GRM)	<ul style="list-style-type: none"> ▪ At least one woman member is included in the Grievance Redress Committee (GRC) per participating settlement. ▪ Sex disaggregated data on complaints filed and redressed. (2024 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. (2024 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.

3. GAP Implementation Schedule

The GAP implementation schedule is provided in Table 4.

Table 4: GAP Implementation Schedule

No.	Activities	2025-2027/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 contractors to employ women into their teams and conduct proper training activities.																								
2.	Provide safe and sustainable drinking water.																								
3.	Provide safe toilets for females.																								
4.	Provide access to safe drinking water for elderly people, women, and children.																								
5.	Organize community consultation meetings with the local population and specifically with women in the project settlements	1				1				1				1				1				1			
6.	Organize training on water conservation and hygiene at public schools.		1				1				1				1				1				1		
7.	Organize a community-women working group.	1			1			1			1														
8.	Implement Behavior Change Communication (BCC) activities.	1				1				1				1				1				1			
9.	Organize a mass media campaign.	1						1						1							1				
Output 2: Institutional effectiveness improved																									
10.	Organize employment opportunities for women: PCU and PMC gender focal points are appointed.																								

No.	Activities	2025-2027/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
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 the contractor(s).		1																						
14b	Gender and GAP awareness training to the personnel of the district department of water utility.		1										1												
15.	Provide gender equality and skills development training.					1																			
16.	Organize specific provisions for women in the labor 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 plants and equipment may be used) following the Contractor Code of Conduct. Monitoring findings are reported to the PCU.																								

No.	Activities	2025-2027/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
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 GAP implementation.																								
24.	Provide input into 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.

4. GAP Implementation Cost

The following table provides costs for GAP implementation.

Table 5: 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 six project settlements villages (where water stations will be constructed), round trip ▪ Accommodation for PMC (one night in a hotel) ▪ PMC fee (incl. per diem) 	6 (quarterly)	300	\$1,800	costs are included in the PMC contract
Training in 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 six project settlements villages (where water stations will be constructed), round trip ▪ Transportation from Bukhara to six project settlements villages (where water stations will be constructed) villages, round trip ▪ Accommodation for PMC (two nights in a hotel) ▪ PMC fee (incl. per diem) 	6 training sessions at public school (one per project community)	200	\$1,200	costs are included in the PMC contract
Behavior Change Communication activities: <ul style="list-style-type: none"> ▪ BCC handouts for 6x10=60 participants ▪ Railway ticket (Tashkent-Bukhara-Tashkent) for PMC, round trip ▪ Transportation from Bukhara to Khuja Peshku, Dedaroz, Kudrashekh, Olong, Uybay, Karakalpok villages, round trip ▪ Accommodation for PMC (one night) ▪ PMC fee (incl. per diem) 	6 (one per project community)	300	\$1,800	costs are included in the PMC contract
Mass media campaign: <ul style="list-style-type: none"> ▪ Publication of 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

Cost item	Quantity	Unit cost	Total cost	Comments
Gender and GAP awareness training to water utility and PCU personnel: <ul style="list-style-type: none"> ▪ Handouts for 120 participants ▪ Railway ticket (Tashkent-Bukhara-Tashkent) for PMC, round trip ▪ Accommodation for PMC (one night) ▪ PMC fee (incl. per diem) 	2	300	\$600	Costs are included in the PMC contract
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:	-	-	6,400.00	-
Miscellaneous (10%):	-	-	640.00	-
Total:	-	-	7,040.00	-

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

5. 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.

6. 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 6: 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. 	Quarterly

No.	Type of Report	Content	Frequency
		<ul style="list-style-type: none"> ▪ Consultation meeting minutes. ▪ Management of Gender-related issues of Grievance redress. 	
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