

# **GENDER ACTION PLAN (GAP)**

## Abbreviations

WUA	Water Users' Association
WUGs	Water Users' Groups
SAWR	State Agency for Water Resources
CDTs	Community Development Teams
MoES	Ministry of Emergency Situations
PIC	Project Implementation Consultant
PIU	Project Implementation Unit
RUVK	Rayon Water Department
ES	Emergency Situation
OFWM	On-Farm Water Management
O&M	Operation & Maintenance

## **Gender Aspects**

The implementation of the subprojects will have to take into account the specific needs and preferences of women farmers in planning, designing and managing the subproject.

Particular attention should be paid to the following issues related to gender aspects:

- ✓ Improved presentation of female farmers in all WUA bodies and a higher participation of female farmers in decision-making related to the operation and maintenance (O&M) and WUA management;
- ✓ Access to knowledge, training, technology (to save labor) and market opportunities for female farmers;
- ✓ Identification of social facilities to be included in the subproject, jointly with female farmers;
- ✓ Strengthening gender capacity for staff of implementing agencies;
- ✓ Construction contracts should provide for favorable conditions for female workers, as well as a zero-tolerance policy on use of child and forced labor, sexual harassment and use of women in prostitution.

## GENDER ACTION PLAN (ПДГВ)

Activity	Performance Targets	Responsibility:	Time Frame
<b>Output 1: Irrigation infrastructure protected and modernized</b>			
<p>1.1 Conduct gender sensitive public awareness campaign on the project benefits for local communities, women, poor households</p> <p>1.2 Ensure gender-responsive and social inclusive tendering of civil works</p>	<p>At least 1 awareness campaign activity conducted per year including and eligibility.</p> <p>1.1.2. All campaign materials produced and disseminated have been reviewed for gender bias and include gender-sensitive messages</p> <p>1.1.3. Include all female-headed households, poor households and ensure their participation in information meetings</p> <p>1.2.1 Civil works contracts committed to: (a) hiring local labor, (b) non-use of child labor and forced labor, and (c) providing gender-sensitivity training to workers to ensure women-friendly working conditions for female workers, and (d) zero-tolerance for drug use and use of prostituted women in work camps.</p>	<p>PIU PIC CDT</p>	<p>2022-24 (Procurement and Construction).</p>

Activity	Performance Targets	Responsibility	Time Frame
<b>Output 2: Irrigation system and agricultural land management enhanced</b>			
<p>2.1. Increase capacity of WUAs for gender responsive and social-inclusive water management</p> <p>2.2. Include female farmers in trainings on disaster- and climate-resilient OFWM and agricultural practices.</p> <p>2.3. Ensure women's participation in and benefit from the development of OFWM and agricultural extension plans.</p>	<p>2.1.1. WUAs or WUA sub-groups (WUGs) must have or elect 20% women representation on their respective Councils to be eligible to receive project funds for lower-level canal civil works.</p> <p>2.1.2 At least 30% female membership in WUAs.</p> <p>2.1.3 Subproject Coordination Committees must have 20% women representation.</p> <p>2.2.1. At least 30% women out of approximately 6,000 farmers and community members with improved knowledge of disaster and climate-resilient OFWM and agricultural practices.</p> <p>2.2.2. At least 25% of comparative field trials are conducted on land owned by or registered under a woman farmer's name.</p> <p>2.3.1 At least 25% of participants in farmer field days are women.</p>	<p>WUAs, WUGs</p> <p>CDTs, PIU,</p> <p>PIC</p> <p>RUVK,</p>	<p>2020- 25</p>

Activity	Performance Targets	Responsibility	Time Frame
<b>Output 3: National disaster risk management capacity improved.</b>			
3.1 Include women in trainings in disaster risk management practices  3.2 Ensure gender-sensitive and social inclusive disaster risk management	3.1.1 At least 30% women out of a total 50 MOES staff with improved disaster risk management practices. 3.2.1 Disaster risk management plans include guidelines for consultation with women and vulnerable groups for project planning.	MOES, ERCs, PIU	2020-2021
<b>Project Management</b>			
(a) Recruit women staff in PIU  (b) Collect and utilize sex-disaggregated data for planning, implementation and monitoring	a.1. At least 25% of PIU staff are women.  b.1 Project monitoring and information system includes gender indicators and regularly populated with sex-disaggregated data.	MOES, SAWR, PIU  PIU	Implemented  Continuously