

**SOLID WASTE MANAGEMENT IMPROVEMENT PROJECT: L 3067
GENDER EVENTS – STATUS/UPDATE AS OF MARCH 2023**

Project duration:	11.2014-03.2023
Gender category:	SGE no GAP required
Executing agency:	Tashkent City Municipality and SUE "Maxsustrans"
Gender Specialist:	Mrs. Nargiza Mavlyan-Kariyeva

Note: Though GPA is not required for SGE project, EA and IAs of the Loan L3067-UZB initiated/developed/monitored/implemented this GPA with discussion and approval of Activities/Target Indicators for the benefit of the project:

Activities	Progress bars/ target indicators	Status as of March 2023	Next steps/Note
Activity 1 Improving health, sanitation, hygiene	Target 1 Appointment of a leader for hygiene and safety at the landfill.	Target 1 Achieved The leader for these issues is Ms. Abdullayeva Urunbiy Sagdievna, employed by the branch of IA responsible for operation of landfill and transfer stations.	
	Target 2 Medical examination for employees (once)	Target 2 Achieved Ongoing. In March 2023 according to the schedule, an annual medical examination of all 179 employees (incl. 20 women) of landfill and transfer stations was carried out. Staff of the branch office has a medical specialist who conducts a daily pre-trip inspection of drivers and provides the first medical help.	
	Target 3 Accident insurance (yearly)	Target 3 Achieved Ongoing. As per March 2023 all employees 1.506 people (incl. 289 women) of the State Unitary Enterprise "Maxsustrans" are insured for 2023.	
	Target 4 Purchase of first-aid kits (yearly)	Target 4 Achieved Ongoing. First-aid kits are available at all branches (operational sites) of SUE Maxsustrans like landfill, transfer stations, garages and vehicles – 1.000 in total. At the beginning of the year, after the expiration date, first-aid kits are replaced.	
	Target 5 Maintenance of cleanliness of waste collection sites (daily)	Target 5 Achieved As of March 2023 there are 664 waste collection points (WCP) used in the city. The area of WCP is cleaned daily by staff.	
	Target 6 Planting trees on the landfill and main control posts (yearly)	Target 6 Ongoing As of March 2023, 145 different types of seedlings were planted in the district garages of the SUE "Maxsustrans". Due to construction works on the new landfill site, tree planting is scheduled for the next year.	
	Target 7 Regular cleaning of premises (weighing platforms) (daily)	Target 7 Achieved Ongoing. The cleaning staff cleans the premises daily.	
	Target 8 Eliminate unhygienic collection methods for household waste at existing dumping sites and transfer of illegal waste collectors to	Target 8 Ongoing The implementation of these activities is provided within the project for the construction of the new landfill.	

Activities	Progress bars/ target indicators	Status as of March 2023	Next steps/Note
	alternative sources of income (Continuous).		
Activity 2 Improving the general working conditions of women	Target 9 Purchase of working clothes and protective equipment (masks, gloves) for staff and workers, incl. women (yearly)	Target 9 Achieved In June 2022 SUE "Maxsustrans" signed the contract for the purchase of overalls for drivers and loaders. All employees incl. working woman are constantly provided with protective equipment. As of March 2023 1,000 pcs of overalls were provided to Maxsustrans staff.	Six months prior to project completion, the project gender focal person should conduct focus group discussions to inquire about their perception on the impact/benefits of the provisions/ measures on their lives (annual medical exam, accident insurance, working clothes/protective equipment, improvement in working conditions).
	Target 10 Improvement of working conditions for women (operator, dosimetrist) including the ensuring of equal pay, equal access to recycling products (constantly)	Target 10 Ongoing All women of SUE Maxsustrans working in comfortable offices. The offices and furniture are regularly refurbished to improve working conditions. There is no differentiated remuneration between women and men for an equivalent volume of work in SUE "Maxsustrans". Remuneration is made according to the approved staffing plan, the position held, which does not take into account belonging to a particular gender. Of the 289 women, management positions are occupied by 9%, specialists and technical staff account for 70%, and junior service personnel - 21%. In order to train its specialists, SUE "Maxsustrans" provides young employees with interest-free loans for higher education, followed by deductions from wages. This opportunity was used by 4 people, of which 2 young ladies as per March 2023. Monthly trainings for women have been not conducted for the reporting period (1. Quarter 2023) on the following reasons: i) Top management of SUE Maxsustrans has been replaced by Tashkent City Municipality since February 2023; ii) SUE Maxsustrans has operational losses for FY 2022 in the amount of 32 billion UZS and could not finance such trainings for staff. Further progress and decision of new management of Maxsustrans re. conduction of "women trainings" will be reported in the next status report.	SUE Maxsustrans conducts monthly trainings for women please provide more information on these trainings: topics covered, how many women are covered.
Activity 3 Public information.	Target 11 Raising awareness of female consumers about environmental issues and SWM at the local level through citywide outreach, training programs in the field of SWM in collaboration with the Women's Committee and representatives of the makhalla.	Target 11 Not achieved In the reporting period (1. Quarter 2023) no actions related to this target indicator has been performed.	Kindly report on collaboration with the Women's Committee It is advised to provide information on the number of participants, of them how many were women. 6 months prior to project completion, a short, quick survey should be done

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			among the women consumers in the communities to inquire on (i) their awareness/ knowledge of specific good practices on SWM that they have acquired from the outreach awareness raising programs and (ii) application of the good practices/behavior change in SWM.
	Target 12 Empowering women to create and maintain procedures for managing and storing household waste, optimizing knowledge in the field of sorting recyclable waste, and developing manuals and guidelines for managing household waste.	Target 12 Ongoing The number of women who were empowered to these tasks will be provided in the next status report.	Kindly report on number of women, who were empowered to create and maintain procedures for managing and storing household waste, optimizing knowledge in the field of sorting recyclable waste, and developing manuals and guidelines for managing household waste.
	Target 13 Creation of targeted training programs for representatives of local communities in the field of collective SWM methods.	Target 13 Not achieved In the reporting period (1. Quarter 2023) no actions related to this target indicator has been performed.	
	Target 14 Creation of school programs for teaching students of primary and secondary education the methods of recycling and solid waste	Target 14 Achieved The school program within the framework of "Green Tashkent" was organized in the format of the program "Green Schools of Uzbekistan". 17 schools were selected that are located in or near with 24 target mahallas. In difficult conditions of quarantine, following the measures precautions, it was possible to conduct classes in 16 schools. One school was closed for quarantine several times during the training period. List of schools allocated for the program: #: 147, 241, 249, 2, 3, 4, 38, 131, 138, 101, 132, 92, 144, 172, 145, 230, 206. Within the framework of the program, classes were held with children of the 4th grade. Choice for 4th grade was made on the basis of discussions with psychologists and teachers. 4th grade students usually are about 10 years old. This is the age when children are given some of the household tasks such as taking out the trash and washing dishes. These children are directly involved in how garbage is taken out and thrown away. Also, children under the age of 10 are already developing outlook on life, they see and analyze a lot in their environment. In general, more than 2,500 schoolchildren and about 40 teachers took part in the program.	