


SOLID WASTE MANAGEMENT IMPROVEMENT PROJECT: L-3067
GENDER ACTION PLAN - STATUS/UPDATE as of July 2024


Project duration:	11.2014-05.2024
Gender category:	Some gender elements
Executing/Implementation 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	Progressbars/ TargetIndicators	Status as of June 2024	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 In the process of implementation, in June 2024, an annual medical examination of all employees in the number of 199 people, including 21 women, was conducted at the landfill and garbage transfer stations according to the schedule. The branch has a medical officer on staff who conducts a daily pre-trip inspection of drivers and provides first aid. In the process of implementation, in January 2024, an annual medical examination of all employees in the number of 179 people, including 20 women, was conducted at the landfill and garbage transfer stations according to the schedule. The branch has a medical officer on staff who conducts a daily pre-trip inspection of drivers and provides first aid. In 2022, according to the schedule, an annual medical examination of all employees in the number of 50 people, including 3 women, was conducted at the landfill and the transfer station. The staff has a medical worker who conducts a daily pre-trip inspection of drivers and provides first aid.	
	Target 3 Accidentinsurance (yearly)	Target 3– Achieved In the process of implementation - As of June 2024, all employees in the number of 1,668 people, including 290 women, are insured at SUE Maxsustrans. In the process of implementation - As of January 2024, all employees in the number of 1,524 people, including 291 women, are insured at SUE Maxsustrans. In 2022, the State Unitary Enterprise "Maxsustrans" for 2022 insured all employees in the number of 1,494 people, including 293 women.	
	Target 4 Purchase of first-aid kits (yearly)	Target 4– Achieved In the process of implementation - First aid kits are available at all production sites (branches) SUE "Maxsustrans": landfill, transfer stations, car farms (incl. cars) in the amount of 1,000 pcs.	


Activities	Progressbars/ TargetIndicators	Status as of June 2024	Next steps/Note																		
		At the beginning of each year, after the expiration date, the first-aid kits are updated.																			
	Target 5 Maintenance of cleanliness ofwaste collection sites (daily)	Target 5 – Achieved As of June 2024, there are 849 operating garbage collection points (OGCPs) in the city. Employees clean the territory of the OGCP every day.																			
		As of January 2024, there are 633 operating garbage collection points (OGCPs) in the city. Employees clean the territory of the OGCP every day.																			
		There are 761 operating OGCPs in the city as of January 2023. Daily cleaning of the territory is carried out by employees. Construction work is underway on the reconstruction and construction of new OGCPs within the framework of the SWMI project																			
	Target 6 Planting trees on the landfill and main control posts (yearly)	Target 6 – Achieved As of June 2024 At the transfer station they planted 100 maples, 96 maples. paulownia and 350 pcs. poplar																			
		<table><tr><th>Year</th><th>Number of trees</th><th>Area</th></tr><tr><td>2024</td><td>546</td><td>transfer station</td></tr><tr><td></td><td></td><td></td></tr><tr><td>2023</td><td>145</td><td>district garages of "Maxsustrans"</td></tr><tr><td></td><td>1305</td><td>transfer station</td></tr><tr><td>2022</td><td>...</td><td>regional ATPs of "Maxsustrans"</td></tr></table>		Year	Number of trees	Area	2024	546	transfer station				2023	145	district garages of "Maxsustrans"		1305	transfer station	2022	...	regional ATPs of "Maxsustrans"
		Year		Number of trees	Area																
		2024		546	transfer station																
		2023		145	district garages of "Maxsustrans"																
		1305		transfer station																	
2022	...	regional ATPs of "Maxsustrans"																			
As of January 2024, 145 units of different types of seedlings were planted in the regional garage farms of SUE Maxsustrans. 555 pieces of juniper, 450 pieces of paulownia and 300 pieces of poplar were planted in the transfer station.																					
In the Akhangaran district of the Tashkent region, 100 poplar seedlings were planted on the territory of the old administrative building of the landfill during the months of October-November 2023, according to the Green Field program.																					


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		 <p>In 2022, 150 pieces of pine trees, 12,485 different types of seedlings were planted in the regional MTC SUE "Maxsustrans". Due to the construction of a new landfill, tree planting at the landfill will be carried out in 2023.</p>	
	Target 7 Regular cleaning of premises (weighing platforms) (daily)	Target 7 - Achieved In the process of implementation, a technical worker cleans the premises daily.	
	Target 8 Eliminate unhygienic collection methods for household waste at existing dumping sites and transfer of illegal waste collectors to alternative sources of income (Continuous).	Target 8 - In the process of implementation The implementation of these measures is envisaged within the framework of the project for the construction of a new landfill. Today, video surveillance is being installed in the new sanitary landfill, and fencing is also installed in the landfill. In this regard, illegal waste collectors will be prevented.	
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 SUE Maxsustrans has signed a contract for the purchase of workwear for drivers and loaders. All employees are constantly provided with protective equipment, including working women.	

Activities	Progressbars/ TargetIndicators	Status as of June 2024		Next steps/Note
		Year	Purchases	
		2024	438 pcs a demi -season suit 438 pcs Special shoes 438 pcs baseball caps	
		2023	1,000 demi-season suit, 984 special shoes 100 pieces of gloves	
		2022		
		In March 2023, 1,000 units of workwear (demi-season suit), 984 safety shoes and 100 pieces of gloves were delivered to the State Unitary Enterprise "Maxsustrans".		
	Target 10 Improvement of working conditions for women (operator, dosimetrist) including the ensuring of equal pay, equal access to recycling products (constantly)	Target 10 – Achieved In the State Unitary Enterprise "Maxsustrans" there is no differentiated remuneration between women and men for an equivalent amount of work. Remuneration is made according to the approved staffing table, the position held, which does not take into account belonging to a certain gender. As of March 2023, out of 290 women, 10% hold senior positions, specialists and technical staff make up 69%, junior service personnel - 21%. In the State Unitary Enterprise "Maxsustrans", in order to train their specialists, young workers are allocated interest-free loans for higher education with subsequent deduction from wages. In May 2024, this opportunity was taken advantage of 8 people, 3 of them girls. On March 8, 2024, 290 women working at the State Unitary Enterprise "Makhsustrans" were given a bonus. In connection with the holiday of Ramadan Hayit, workers at the State Unitary Enterprise "Makhsustrans" were given a bonus, of which 290 were women. March 21, 2024, in honor of the Navruz and Ramadan Festival, all women GUP Mahsustra set the festive table.		

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		<div data-bbox="730 229 1205 896">  </div> <div data-bbox="1205 229 1688 896">  </div> <p data-bbox="730 922 1740 979">All the women in the SUE "Maxsustrans" work in cozy offices. Periodically, repair work is carried out in the offices to improve working conditions.</p> <p data-bbox="730 1007 1740 1064">In 2023, on March 8, 284 women working at the State Unitary Enterprise "Maxsustrans" were given an award.</p> <p data-bbox="730 1064 1740 1145">In April 2023, the trade Union Committee of the State Unitary Enterprise "Maxsustrans" distributed food to 100 low-income workers working under its leadership, in connection with the Ramadan Hayit holiday, 25 of them women.</p> <p data-bbox="730 1173 1740 1422">In the State Unitary Enterprise "Maxsustrans" there is no differentiated remuneration between women and men for an equivalent amount of work. Remuneration is made according to the approved staffing table, the position held, which does not take into account belonging to a certain gender. As of March 2023, out of 291 women, 9% hold senior positions, specialists and technical staff make up 70%, junior service personnel - 21%. In the State Unitary Enterprise "Maxsustrans", in order to train their specialists, young workers are allocated interest-free loans for higher education with subsequent deduction from wages. In March 2023, this opportunity was taken advantage of 11 people, 4 of them girls.</p>	

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		<p>SUE Maxsustrans monthly conducts trainings for women. On October 8, 2022, a collective trip to the city of Samarkand was organized for employees.</p> 	
Activity 3 PublicInformation	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 – Achieved SUE Maxsustrans, with the assistance of the Tashkent city Municipality and international consultants, has launched a project to separate waste into three different containers as part of a project to improve the efficiency of municipal waste disposal and improve the environmental situation in Tashkent.	

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		 <p>As part of the project, plastic waste containers (red, green and yellow colors) with a capacity of 120 liters in the amount of 630 pieces were purchased. Currently, a similar experiment is being conducted in other districts of the capital, and based on its results, the expediency of such a method of separate waste collection will be decided. The city will gradually introduce a system of separate waste collection, when five types of garbage containers will be restored in multi-apartment residential sectors.</p>	

Activities	Progressbars/ TargetIndicators	Status as of June 2024	Next steps/Note
	<p>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.</p>	<p>Target 12 – Achieved Pursuant to paragraph 6.2.2.2 of the Decree of the President of the Republic of Uzbekistan No. PP-4925 "on measures to improve the work related to municipal and construction waste in the city of Tashkent", we inform: In order to ensure the implementation of paragraph 6.2.2.2 of the resolution of the State Unitary Enterprise "Maxsustrans" under the Municipality of Tashkent city dated March 1, 2023, Order No. 106-r "On the establishment of sorting of waste coming from the population at waste collection stations under the jurisdiction of the State Unitary Enterprise "Maxsustrans" was adopted. In Tashkent, 26229 packages of 6 colors intended for sorting municipalwaste were distributed in the total bill for sorting waste received from the population at waste collection points under the production department of Maxsustrans. These packages are not separated by gender. The indicators of the package distribution plan (23,100 units) were fulfilled by 114%. Including, in October 2023, 2 women and 3 men in Yakkasarai district, 2 women and 4 men in Yunusabad district, as well as 5 men in Bektemir district participated in this event.</p> <p>The number of women who have been given increased opportunities for these tasks, to create and maintain procedures for the management and storage of household waste. The number of women working in OGCPs opened at the automobile enterprises of the State Unitary Enterprise "Maxsustrans"</p> <p>Mirabad district has 58 OGCPs, 50 workers, 8 of them are women MirzoUlugbek district has 62 OGCPs, 62 workers, 24 of them are women There are 86 OGCPs in the Abad district, 86 workers of which 26 are women Yunusabad district 52 OGCPs, 52 workers from the bottom 10 women There are 46 OGCPs in Shaikhantakhurdistrict, 46 workers, 2 of them are women There are 27 OGCPs in Yakkasarai district, 27 workers, 12 of them are women There are 93 OGCPs in Chilanazar district, 93 workers of which 34 are women There are 27 OGCPs in the Bektemir district, 27 workers, 9 of them are women Sergeli district has 29 OGCPs, 29 workers, 4 of them are women Almazar district has 82 OGCPs, 82 workers, of which 19 are women There are 35 OGCPs in the Uchtepa district, 35 workers, 7 of them are women Yangihayat district has 36 OGCPs, 36 workers.</p>	
	<p>Target 13 Creation of targeted training programs for representatives of local communities in the field of collective SWM methods.</p>	<p>Target 13 – Achieved To date, Maxsustrans is planning training programs for representatives of local communities in the field of collective SWM methods.</p> <p>During the reporting period, working under the leadership of SUE "Maxsustrans" provided suda money to 16 (sixteen) women, and paid a contract for the studies of one of them.</p>	

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	<p>Target 14 Creation of school programs for teaching students of primary and secondary education the methods of recycling and solid waste</p>	<p>Target 14 – Achieved On April 22, 2024, on the initiative of the President of the Republic of Uzbekistan, work was carried out to green the cities and mahallas of our country under the slogan “Yashil Makon”. As part of this project, the Ecological Party of Uzbekistan, together with the State Unitary Enterprise "Makhsustrans", carried out an action to plant trees on the territory of the waste collection site of the Akhangaran region and created a "Green Belt".</p> 	

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		 <p>On March 1-5, 2023, SUE Maxsustrans and the Environmental Party of Uzbekistan, together with the Tashkent City Council, planted about 3,000 tree seedlings as part of the nationwide Green Field project.</p> <p>In November 2021, with the participation of the council, an environmental project was launched to train teachers in Tashkent within the framework of the module "Ecology and sorting of solid household waste". The basis for this program was the Decree of the President of the Republic of Uzbekistan No. PP-4925 dated December 15, 2020 "On measures to improve activities in the field of municipal and construction waste management in the city of Tashkent".</p> <p>Within the framework of the Green Tashkent project, the school program "Green Schools of Uzbekistan" has been developed. 17 schools were selected, located in 24 target local communities or in the surrounding area. In difficult quarantine conditions, with the observance of precautionary measures, classes were held in 16 schools. One school was quarantined several times during the study period.</p> <p>List of schools selected to participate in the program: №147, 241, 249, 2, 3, 4, 38, 131, 138, 101, 132, 92, 144, 172, 145, 230, 206.</p> <p>As part of the program, classes were held with children of the 4th grade. When choosing the 4th grade, conversations were held with psychologists and teachers. 4th grade students are about 10 years old on average. This is the age when children are assigned some household chores, such as taking out the trash and washing dishes. These children are directly involved in the garbage collection and removal process. In addition, children under the age of 10 are already forming a view of life, they analyze the world around them and make their own notes.</p>	

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		 <p>Each lesson consisted of their presentations, discussions, and games. Questions and answers were encouraged throughout the class. Instead of the standard lesson, the experts added elements of gamification and interactivity. The class was held in a lively and fun atmosphere. The classes showed that the children are aware of the problem of garbage in the city. They see garbage on the streets and clearly understand who is throwing it. Psychologists-instructors tried to supplement and systematize the knowledge of children.</p> <p>The main goal of the behavioral program is to change behavior. Behavior change requires demonstration and stimulation of the desired behavior. To do this, games were held in which children sorted cards with photographs and drawings of various household waste, and threw the cards into boxes of gray, brown and blue colors.</p> <p>The children were also given homework, try sorting garbage at home and send photos to their homeroom teachers.</p> <p>In general, more than 2,500 schoolchildren and about 40 teachers took part in the school program</p>	

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		 <p data-bbox="723 1161 1742 1326">The first round of meetings with selected local communities For a more detailed acquaintance of the residents of the local communities, the experts conducted classes with the leadership and activists in 24 target local communities. Local community leaders, "Kuchaboshlari", elders, women and activists were involved in the classes. Each lesson lasted from 30 to 60 minutes, depending on the number of participants, as well as the number of questions asked.</p>	