

Bukhara Road Network Improvement Project, Phase 2

*Environmental and Social Impact
Assessment and Paris Alignment and
Climate Finance Assessment for Bukhara
Road Network Improvement Project, Phase
2: M37 National Highway Rehabilitation
Project*



Gender Action Plan

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Acronyms

AIIB	Asian Infrastructure Investment Bank
CoC	Code of Conduct
FGD	Focus Group Discussion
GAP	Gender Action Plan
GBV	Gender Based Violence
GoU	Government of Uzbekistan
GRC	Grievance Redress Committee
GRM	Grievance Redress Mechanism
OHS	Occupational Health and Safety
PMC	Project Management Consultant
PMO	Project Management Office
RC	Road Committee
SEA	Sexual Exploitation and Abuse
SH	Sexual Harassment

Executive Summary

This Gender Action Plan (GAP) explains how the Project will reduce risks to women and girls and make sure that women share in the Project's benefits. It describes the main risks for women, the measures that will manage them, how women can take part and make complaints, and how progress will be checked. This summary can be read on its own. More details are in the full Plan and in the Executive Summaries of the Environmental and Social Impact Assessment (ESIA), the Resettlement Action Plan (RAP) and the Stakeholder Engagement Plan.

Phase 1 of the M37 National Highway Rehabilitation Program (the Project) improves 69 km of the M37 highway (km 207 to km 276). It runs through Kyzyltepa district in Navoi Province and through Gijduvon, Vobkent and Bukhara districts in Bukhara Province. The works include rehabilitating the existing highway, building a new bypass in the western part of Bukhara and a connection to the Bukhara Ring Road, and building new junctions where roads cross at different levels. The Avtoylinvest Agency under the Committee for Roads is responsible for the Project. The Asian Infrastructure Investment Bank (AIIB) is considering financing it.

Consultations with women: In 2026, a household survey and women-only group discussions were held in all four districts. Each discussion took place at the district administration, with the support of the Deputy Khokim for Family and Women's Affairs, and gave special attention to women heading households, women entrepreneurs and women who may be affected by the Project. Most survey respondents were men, so sensitive subjects such as harassment are probably under-reported. The measures in this Plan are therefore based on expected risks, not only on reported ones.

Safety and harassment: A mostly male workforce, including workers from outside the area, will work and live close to villages. This raises the risk of unwelcome behavior, harassment and, in serious cases, abuse. Women also said that the presence of workers near settlements is a concern. To manage this:

- all contractor personnel sign a Code of Conduct before work begins, and awareness sessions explain what is prohibited and how to report;
- before a worker camp opens, the contractor sets up a confidential referral process to local support services;
- noisy equipment is limited to restricted hours, and women have separate, secure facilities.

Jobs and working conditions: The Project will create jobs, but few women work in construction. To help women benefit:

- contractors must meet hiring targets for women in each type of job (site labor, technical, and administrative and community liaison), and advertise jobs in a way that encourages women to apply;

- women are paid the same as men for the same work, directly into their own bank accounts, with help to open an account if needed;
- separate secure toilets, changing rooms, a prayer room and a rest area are provided for women at every camp and worksite before work starts;
- women receive skills training and training on their workplace rights, and the Project Management Office keeps women's representation at or above 30% and appoints a gender focal point and a Gender Specialist.

Land, compensation and livelihoods: Land and property are almost always registered in men's names, so women risk being left out of talks about compensation. Many women also earn income informally, for example by tailoring, cooking, selling produce or keeping livestock, and could lose it when land is cleared. Under the RAP and this GAP:

- women in affected households are consulted directly, whether or not they hold title;
- compensation is paid jointly to both spouses, or the woman is told directly of the amount and date;
- women's informal, unregistered businesses are identified and offered livelihood support;
- households where the husband works away as a migrant get the same support as households headed by women;
- women can raise concerns about compensation without going through the head of household.

Numbers, compensation and entitlements are provided in the RAP Executive Summary.

Road safety and daily mobility: Women mostly walk or use public transport, and they travel for health care, services and school. They asked for safe crossings, underpasses, traffic lights and street lighting. The design provides for safe crossings, lighting, sidewalks and traffic lights near settlements and schools. Road safety training is planned for schoolchildren, seniors and communities, and mass media announcements will spread safety messages.

Environmental effects and community safety: Construction will bring dust, noise and traffic disruption near homes and schools. Contractors must control dust and noise, including restricted hours for noisy equipment, and follow a traffic management plan that keeps access open to schools, health posts and markets. For effects on habitats, tree removal and replacement, and environmental monitoring.

Women's participation and information: Women-only discussions will continue in every district before works begin in each construction contract. They give special attention to women in affected households and to women who run businesses. They cover the Project's activities, safety, land and jobs, how compensation works, and how to complain. Information is shared in Uzbek, and in Russian where needed, at district administrations and community centers, with handouts for participants.

Complaints and grievance redress: Women can make a complaint in person, by phone, in writing (letter, email, SMS or the grievance form), through complaint boxes, or anonymously.

- A named woman member of the local grievance committee is the contact for gender-related and harassment complaints. Her name and contact details are shared with the community.
- Project Management Office: +998 71 207-67-68 or +998 71 200-02-04; info@uzavtoyul.uz.
- Complaints are acknowledged within 2 days. Most are answered within 5 days, and complex cases can take up to 30 days.
- Complaints about harassment, sexual exploitation or violence follow a separate confidential route. The survivor is contacted within 48 hours and is referred to support services only if she agrees. The general committee has not investigated these cases.
- No one will suffer retaliation for making a complaint.

Monitoring and reporting: Progress is checked twice a year against clear indicators, and results are reported to the AIB and shared with communities. The indicators cover:

- how many women take part in compensation and livelihood programs, and whether their income recovers;
- how many women use the complaint process, know how it works and are satisfied with the result;
- how many women are hired, stay in their jobs and are paid equally;
- whether support for vulnerable women meets their needs.

Results are compared with those for men, and a corrective action is set whenever a target is missed.

Next steps:

- **Publication:** The GAP, ESIA, RAP and SEP summaries will be published in local languages.
- **More consultation:** Women-only discussions will be held in each district before works begin. Women in affected households will be consulted during the RAP process, which will also identify households where the husband works away as a migrant.
- **Finalization of safeguard instrument:** The RAP, the contractors' bidding documents (including hiring targets, facilities for women and the Code of Conduct) and referral arrangements with local support services will be finalized. The Project Management Office and the supervising consultant will appoint their gender specialists.
- **Before construction starts:** All contractor personnel must have signed the Code of Conduct and received gender awareness training. Facilities for women must be built and working, and the referral process for harassment and abuse must be



confirmed. The woman contact person in each settlement must be named and announced.



1. Project Description

1.1. Project Background

The Government of the Republic of Uzbekistan (GoU), through the Committee for Roads (RC), is preparing the *Bukhara Road Network Improvement Project, Phase 2: M37 National Highway Rehabilitation Project* (the Project). The project includes rehabilitation and upgrading of approximately 69 km of M37 national highway corridor together with construction of a new western bypass around Bukhara city and associated missing link sections.

The M37 highway forms part of an important national and regional transport corridor connecting central Uzbekistan with the western regions of the country and the Turkmenistan border. The corridor supports domestic and international movement of passengers and freight and provides strategic connectivity between major economic centers including Samarkand, Navoi, and Bukhara.

Significant sections of the existing corridor are currently in poor to fair condition due to long-term operation, increasing traffic volumes, and heavy freight movement. Existing constraints include deteriorated pavement conditions, insufficient road safety infrastructure, inadequate drainage systems, congestion within populated areas, and limited road capacity. The absence of a completed bypass around Bukhara further contributes to traffic congestion, increased accident risks, and environmental nuisance within urban and peri-urban areas.

The project includes rehabilitation and widening of existing road sections, construction of grade-separated interchanges, bypass sections, bridges and culverts, drainage infrastructure, pedestrian facilities, road safety improvements, and other associated infrastructure necessary to improve transport efficiency and road safety conditions along the corridor.

The project is located within Navoi and Bukhara Provinces and traverses predominantly agricultural areas, roadside settlements, irrigated lands, and semi-desert terrain. Construction activities are expected to involve multiple contractors and subcontractors, temporary construction camps, borrow areas, asphalt and batching plants, transportation of construction materials, and operation of heavy machinery and equipment.

The CR will serve as the Executing Agency and will be responsible for overall project management and implementation, including environmental and social compliance, contractor supervision, stakeholder coordination, and monitoring of project activities.

The Asian Infrastructure Investment Bank (AIIB) is considering financing for the project. In accordance with applicable national legislation and the requirements of the AIIB

Environmental and Social Framework (ESF), this Gender Action Plan (GAP) has been prepared as part of the project's environmental and social management documentation.

1.2. Project Overview

The project involves rehabilitation and upgrading of approximately 69 km of the existing M37 international highway corridor together with construction of a new western bypass around Bukhara City in Navoi and Bukhara Provinces of Uzbekistan.

The project corridor extends between approximately km 207 and km 276 of the M37 highway and forms part of a major national and international transport route connecting central Uzbekistan with the Turkmenistan border.

The alignment starts near the Kyzyltepa interchange in Navoi Province and continues southwest through Gijduvon, Vobkent, and Bukhara districts.

The corridor traverses predominantly rural and peri-urban areas, including agricultural lands, roadside settlements, irrigated areas, and semi-desert landscapes characteristic of the Kyzylkum region. Approximately 40 mahallas (local communities) are located along or adjacent to the project corridor.

In addition to rehabilitation of the existing M37 corridor, the project includes:

- Construction of an approximately 7.5 km western bypass around Bukhara city.
- Construction of an approximately 4.5 km greenfield connection section linking the M37 corridor with the Bukhara Ring Road.
- Construction of associated interchanges, bridges, culverts, drainage systems, pedestrian infrastructure, livestock crossings, and road safety facilities.

The project is intended to improve operational efficiency, road safety, regional connectivity, and traffic circulation along one of Uzbekistan's strategic transport corridors.

The project is designed as a Category IB highway in accordance with applicable national road design standards of Uzbekistan, with a dual carriageway configuration (2x2 lanes, localized expansion to 2x3 lanes in selected settlement areas), a design speed of 120 km/h in rural sections, cement concrete pavement in rural sections, and asphalt pavement in urban and settlement areas.

For implementation, the project is divided into procurement lots, summarized in Table 1.

Table 1: Project Lots

Lot	Chainage	Length	Main Characteristics
Lot 1	km 207–249	42 km	Rehabilitation and widening of existing M37 corridor

Lot	Chainage	Length	Main Characteristics
Lot 2	km 249-276	27 km	Rehabilitation plus greenfield bypass and ring road connection

(Source: Project Design, Design Institute)

1.3. Project Location

The project is located in Navoi and Bukhara Provinces in southwestern Uzbekistan and covers the M37 road section between approximately km 207 and km 276. The M37 highway is a major national and international transport corridor extending from the Samarkand direction through Navoi and Bukhara Provinces toward the Turkmenistan border.

The project section starts near the interchange in Kyzyltepa district, Navoi Province, and continues southwest into Bukhara Province through Gijduvon, Vobkent, and Bukhara districts.

The corridor crosses predominantly rural and peri-urban areas, including district centers, roadside settlements, agricultural lands, and semi-desert landscapes. In total, the corridor directly interacts with approximately 40 mahallas (local communities), making local access, settlement connectivity, and road safety key considerations for stakeholder engagement.

In addition to rehabilitation of the existing alignment, the project includes an approximately 7.5 km new western bypass alignment located west of Bukhara city. This greenfield bypass intersects with the existing A380 Road, which connects Bukhara with Khorezm Province, the Republic of Karakalpakstan, and Kazakhstan. A further 4.5 km greenfield connection section links the existing M37 alignment with the Bukhara Ring Road, completing the missing bypass link around the city.

The project corridor passes through predominantly flat desert and irrigated agricultural landscapes characteristic of the Bukhara oasis and surrounding semi-arid plains. In the northern and central sections near Kyzyltepa, Gijduvon, Vobkent, and Bukhara district, the alignment crosses densely cultivated agricultural lands and settlement areas.

The project location map is presented in Figure 1.

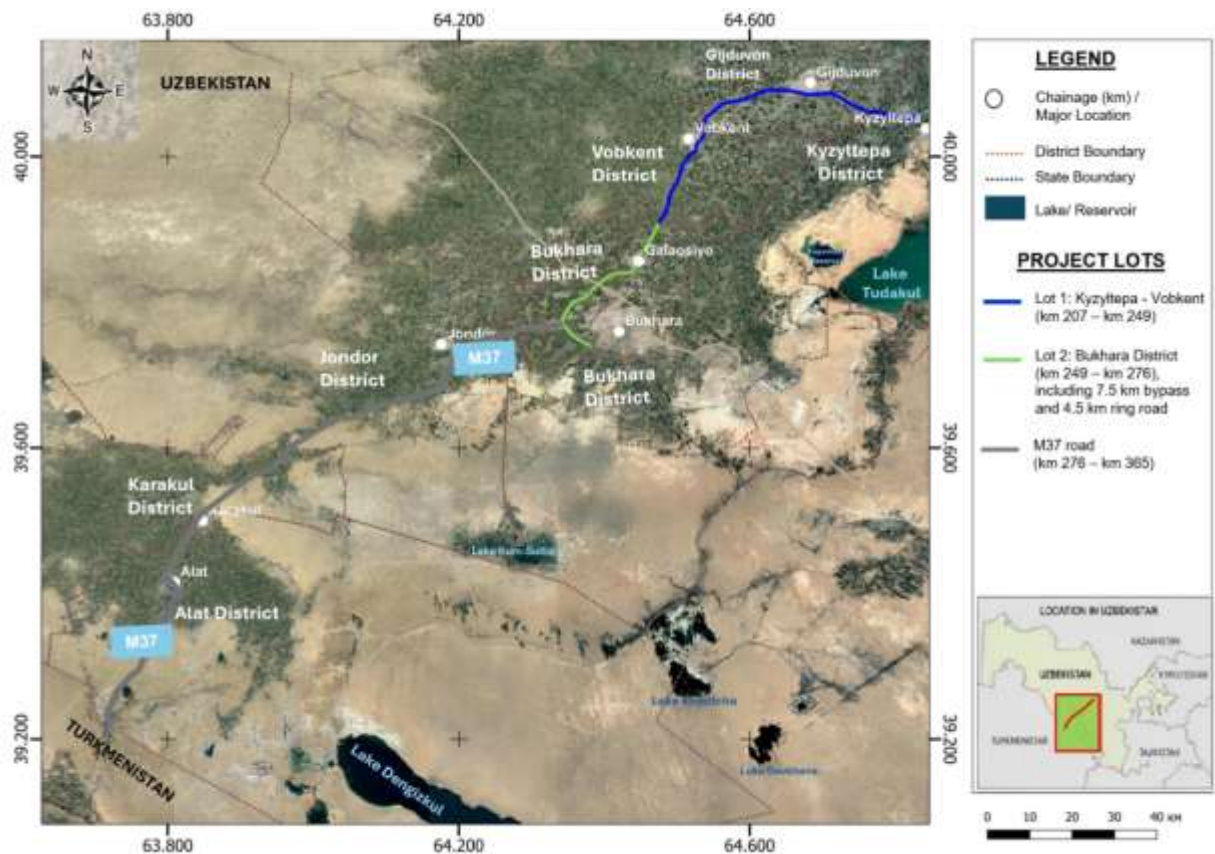


Figure 1: Project Location Map
(Source: ESIA)

The project incorporates a combination of grade-separated interchanges, at-grade intersections, and railway crossings to ensure safe and efficient traffic movement along the corridor.

2. Regulatory, Policy, and Institutional Mechanisms

2.1. International and AIIB Policy Framework

As the proposed financier, the Asian Infrastructure Investment Bank (AIIB) requires the project to comply with its Environmental and Social Policy (ESP) and associated Environmental and Social Standards (ESSs). Of direct relevance to gender-related risks on this project:

- **ESS1 (Environmental and Social Assessment and Management)** requires assessment and management of environmental and social risks and impacts, including gender-differentiated risks, sexual exploitation, abuse and harassment (SEA/SH), and gender-based violence (GBV), and requires meaningful, gender-inclusive stakeholder consultation.
- **ESS2 (Land Acquisition and Involuntary Resettlement)** requires that land acquisition and compensation planning account for gender-differentiated impacts, including women's land and asset rights, joint titling/compensation documentation, and specific attention to female-headed households.

AIIB's broader gender approach, set out through its Corporate Strategy and GAP, requires project teams to identify gender-specific risks (including SEA/SH and GBV) across labor, resettlement, and community health and safety dimensions, and to build corresponding mitigation measures into project management plans, contracts, and budgets.

At the international treaty level, Uzbekistan's obligations under the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), ratified 6 May 1995, and relevant ILO conventions (including on maternity protection and non-discrimination in employment and occupation) form the treaty-level foundation underlying the national legislation below.

The project has been classified as Category A for environmental and social risk under AIIB's Environmental and Social Policy (ESP), reflecting the scale of civil works (69 km of corridor rehabilitation, with a 7.5 km western bypass, a 4.5 km greenfield connection to the Bukhara Ring Road, and approximately eight greenfield road junctions) and the resulting physical and economic displacement of farmers and owners of commercial structures along the greenfield sections.

Under AIIB's ESP, Category A classification triggers the full ESIA, mandatory disclosure of draft environmental and social instruments at least 60 calendar days prior to Board consideration, and preparation of a stand-alone Resettlement Action Plan under ESS2. This categorization is the basis for the preparation of a free-standing GAP.

2.2. National Legal Framework

Gender equality and protection of women's rights on this project are underpinned by a national legal and policy framework that operates alongside the AIIB requirements. The following instruments directly inform how the project-related gender risks identified, including SEA/SH and GBV, labor conditions, and other impacts are to be addressed within the applicable Uzbek legal system.

- [Constitution of Uzbekistan](#) guarantees equality between men and women as a foundational principle.
- [Law No. ZRU-562, On Guarantees of Equal Rights and Opportunities for Women and Men](#)¹, establishes the general legal baseline for eliminating discrimination and ensuring gender parity in public and private life.
- [Law No. ZRU-978](#)², [On Amendments and Supplements to Certain Legislative Acts of Uzbekistan in Connection with Strengthening Measures of Protection from Family \(Domestic\) Violence](#)
- [Law No. ORQ-561, On Protection of Women from Harassment and Violence](#), regulates protection from violence and harassment at home, in the workplace, and in educational institutions; Article 9 specifically assigns labor authorities responsibility for preventing harassment and violence against women in the workplace. This is the primary domestic legal basis for the SEA/SH/GBV risk.
- [Strategy for Achieving Gender Equality in the Republic of Uzbekistan by 2030](#)³ mandates integration of gender-responsive metrics across economic, political, legal, educational, and infrastructural planning.
- [Labor Code of Uzbekistan](#) governs non-discrimination in employment, working conditions, and protections applicable to temporary, seasonal, and migrant workers, relevant to the project's multi-contractor construction workforce.
- [Land Code of Uzbekistan](#) covers all land issues, including land acquisition, land allocation, transfer and sales of land plots, and determines types of land ownership.

2.3. Institutional Framework and Referral Pathways

Implementation of the mitigation measures and referral pathways described in this GAP depends on coordination with a range of national and local institutions, each with a distinct mandate relevant to the gender risks identified. Table 2 identifies these institutions and their functional role in GAP monitoring and grievance referrals.

¹ Law No. 562, 02.09.2019, On Guarantees of Equal Rights and Opportunities for Women and Men, <https://lex.uz/docs/4494849>

² Law No. ZRU-978, 21.10.2024, On Amendments and Supplements to Certain Legislative Acts of Uzbekistan in Connection with Strengthening Measures of Protection from Family (Domestic) Violence, <https://lex.uz/docs/7165430>

³ Resolution No. KQ-346/1-V of the Senate Council of the Oliy Majlis of Uzbekistan, Strategy for Achieving Gender Equality in the Republic of Uzbekistan by 2030, 26.05.2026, <https://lex.uz/docs/-8286995>

Table 2: Institutions Relevant to GAP Monitoring and Referral

Institution	Role relevant to the GAP
Women's Committee of Uzbekistan	National oversight body for gender policy implementation; potential monitoring/reporting partner for GAP indicators.
Bukhara and Navoi Province Khokimiyats	Local administrative counterpart for stakeholder coordination, land acquisition administration, and GRM escalation.
Association of Mahallas	Community-level engagement channel across the ~40 mahallas along the corridor; relevant to household consultation and GRM access points.
"Oila" Scientific Research Center ⁴ under the Cabinet of Ministers of the Republic of Uzbekistan	Family/gender research and counseling body; potential referral points for family-related GBV cases.
Public Fund for the Support of Women and Families	Implementation partner for women's economic support activities under the GAP.
Association of Businesswomen of Uzbekistan	Potential partner for women's livelihood/enterprise components.
Republican and province- and district centers for rehabilitation of women affected by violence (14 regional and 14 district centers), plus the 1146 short-number hotline, established under Presidential Decree No. 5116 (19 May 2021)	Existing GBV service infrastructure that the project's GRM and SEA/SH referral protocol should formally link to for any SEA/SH cases arising during construction.
Ministry of Internal Affairs women's units	Law enforcement referral points for GBV and harassment cases.

These institutions will be formally incorporated into the project's Grievance Redress Mechanism and the GAP monitoring and reporting arrangements. Referral protocols with the GBV rehabilitation centers and hotline should be established prior to the start of civil works and reflected in contractors' Codes of Conduct.

⁴ Decree of the Cabinet of Ministers of Uzbekistan No. 229, 26.03.2018, On measures to organize the activities of the Scientific and Practical Research Center "Oila" under the Cabinet of Ministers of the Republic of Uzbekistan, <https://lex.uz/ru/docs/3598039?ONDATE=04.06.2019&ONDATE2=18.02.2020&action=compare>

3. Gender Risks and Vulnerability Assessment

A general gender profile and status of women in the project area is presented in the ESIA prepared for this project. This chapter presents the project-specific gender risk and vulnerability assessment, grounded in the household survey and focus group discussions (FGDs), and identifies the risks that the GAP is designed to address.

Rehabilitation and modernization of the M37 corridor between Kyzyltepa District (Navoi Province) and Bukhara District (Bukhara Province) presents significant socio-economic opportunities for local communities, particularly women. It also introduces localized, project-specific gender risks, principally associated with the influx of migrant labor during construction, physical work affecting land and informal livelihoods along the right-of-way, and temporary disruption to pedestrian mobility and community safety.

The findings in this chapter are drawn on two primary sources of data collected specifically for this project:

- **A household survey** of 234 respondents, covering a total of 1,342 individuals (710 men and 632 women) residing within the direct project footprint – Kyzyltepa District (Navoi Province) and Gijduvon, Vobkent, Bukhara districts (Bukhara Province).
- **Focus group discussions** (FGDs) exclusively for women were conducted in all project districts, with a minimum of 20 participants per district, representing diverse ages, statuses, and family circumstances. These discussions took place in the offices of the following district authorities: Kyzyltepa, Gijduvon, Vobkent, and Bukhara. The sessions were facilitated with the support of the Deputy Khokim (Deputy Governor) for Family and Women's Affairs. Before the discussions, participants received informational materials specifically prepared for these women-only FGDs, which included a gender-focused brochure and a presentation on the project. During the discussions, special attention was given to female household heads, women entrepreneurs, and other women who might be impacted by the project.

The survey indicated that 84% of respondents and 96.6% (226 of 234) of registered household heads are male, reflecting the societal norm in which men are typically the primary communicators with external institutions in this context. To address this issue, the survey design included gender-specific questions for all respondents and, where possible, employed female enumerators. However, the predominance of male respondents suggests that sensitive topics, particularly harassment and intra-household conflict, are likely to be underreported.

Full survey and FGD findings, methodology detail, and consultation records are summarized in the ESIA, while some key risks are summarized below.

3.1. Risks of GBV/SEA/SH

The project will engage a predominantly male construction workforce, including migrant labor, working in high-density active construction zones and staging areas adjacent to rural residential communities. This changes the baseline safety profile of these communities and heightens the risk of unwelcome sexual advances, verbal harassment, and, in severe cases, abuse targeting local women and girls.

This risk is already a significant concern among the affected population. Community concern regarding safety near construction and worker camps was identified by 15.4% of households surveyed (36 of 234) in relation to the anticipated construction phase, with a further 7.7% (18 households) raising concerns specifically about the presence of construction workers near settlements.

When asked to specify the nature of safety concerns affecting women specifically, households point primarily to road-related hazards, vehicle speed (44.5%) and unsafe road crossings (36.8%), with harassment or pursuit cited explicitly by a smaller share of households (3.8%). This lower figure should be interpreted with care rather than taken as a measure of low actual risk. Given that 84% of survey respondents were male household heads, gender-based harassment and safety concerns affecting women are a category of experience that respondents may be less likely to disclose or be aware of in a household-survey format, particularly on a topic carrying social stigma in the communities surveyed. These levels of reported concern about worker-camp proximity and construction-phase disruption more broadly suggest that the community's underlying unease with the anticipated change in the area's safety profile is likely broader than the narrower, more socially sensitive question of harassment specifically.

Impact on Women: Beyond direct incidents, fear of harassment restricts women's freedom of movement, limiting use of local footpaths or willingness to let daughters walk to school unaccompanied. Survivors of GBV/SEA/SH in traditional communities such as these also face significant social stigma, which drives underreporting and isolation, a factor with direct implications for GRM design. Given the likelihood of underreporting noted above, the mitigation measures for this risk are designed around anticipated rather than only reported prevalence, consistent with standard practice for SEA/SH risk management on labor-intensive infrastructure projects.

3.2. Labor Influx

Unskilled and semi-skilled labor will be recruited locally where feasible, but camp-based accommodation will still be required for non-local workers during peak construction phases, varying by lot. The physical proximity of worker camps to traditional residential mahallas introduces a socio-economic and cultural divide.

Impact on Women: Community concern regarding camp proximity and worker presence is the most widely cited construction-phase concern in the survey (88.5% of households), underscoring that labor-influx risk and SEA/SH risk are closely linked in how the community perceives them, and should be managed as a coordinated set of measures rather than independently. This concentration of concern was recorded consistently across the corridor rather than isolated to particular districts, indicating that camp siting and worker-community management measures need to apply uniformly across project lots rather than being targeted only at locations judged higher-risk.

3.3. Loss of Livelihoods for Home-Based Female Workers

Clearing of the right-of-way for structural works will affect roadside stalls, agricultural plots, and small home-based enterprises along the corridor. Among surveyed households of four districts reporting female income generation, 26.9% (63 of 234) rely on home-based work (tailoring, food preparation, and similar) and a further 15.4% (36 of 234) report women engaged in agricultural activity (fruit and vegetable sales, livestock and dairy products) adjacent to the corridor, both largely informal and unregistered.

Impact on Women: Because these enterprises are rarely registered, women operating them risk losing their primary livelihood while falling outside standard commercial resettlement support, which is typically structured around registered or titled businesses. This risk is reinforced by district-level labor market data: female unemployment in the project districts (7.3% in Bukhara Province, 6.8% in Navoi Province) is nearly double the male rate (3.8% and 3.5% respectively), meaning that women who lose informal income sources during construction have comparatively limited formal-sector alternatives to fall back on locally.

3.4. Exclusion of Women from Land Acquisition and Resettlement Compensation

Land and structures affected by the Project are predominantly registered or documented in the name of male household heads: 226 of 234 households (96.6%) are recorded as male-headed in the household survey, and RAP census data confirms a comparable pattern (97% of the 179 RAP-affected households). Because compensation processes are typically administered through the recorded titleholder or household head, women risk being excluded from direct engagement in the valuation, negotiation, and payment process for assets to which they may have a legitimate claim or interest, even where they are not the named titleholder. This risk is reinforced by household-level financial control patterns: men control income in 66.2% of households (women in only 2.1%; jointly in 31.6%), and men make financial decisions in 70.1% of households (women in only 1.7%; jointly in 28.2%). Compensation payments made to a

male household head are therefore not assured of reaching or benefiting women within that household on equitable terms.

The household survey directly corroborates this risk from the community's own perspective: 43 of 234 households (18.4%) explicitly acknowledge existing barriers to women's access to compensation payments, citing documentation requirements, mobility constraints, and cultural and social norms. While 207 households (88.5%) believe women will have equal access to compensation if their assets are affected, 14 households (6.0%) state explicitly that they will not, and a further 13 (5.6%) are uncertain, together representing more than one in ten households expressing doubt or a negative expectation on this specific question.

Impact on Women: Where compensation is paid to a male household head without a mechanism ensuring women's awareness of and access to the funds, women risk losing effective benefit from compensation for assets they used, relied upon, or contributed to, even when they are not formally excluded by the RAP's eligibility framework. This risk is compounded for women with limited personal financial autonomy: only 60.3% of women are reported to have personal funds they can dispose of independently, meaning the remaining 39.7% may have little practical means to access or control compensation proceeds even when nominally entitled. The risk is distinct from, and additional to, the structural under-identification of women as household heads; it concerns not who is counted as head of household, but whether compensation actually reaches and benefits women within the household once paid, regardless of headship status.

3.5. Increased Pedestrian Vulnerability

Construction will disrupt local roads, relocate bus stops, and block existing pedestrian paths, with heavy machinery operating adjacent to residential zones. This falls disproportionately on women: only 3.4% of surveyed women in four districts own personal transport, with 96.6% dependent on walking, public transport, or shared vehicles, and walking accounts for 72.6% of all female transit responses. Trip purposes also differ sharply by gender: work is cited as a trip purpose by 72% of men versus 15% of women, while women's travel is disproportionately tied to healthcare (52.1% of households), government services (65.0%), and education (41.5%), trips that are typically non-discretionary caregiving responsibilities rather than trips that can be rescheduled or avoided during construction disruption.

Impact on Women: This risk is corroborated directly by community priorities raised in the FGDs: women in Bukhara and Gijduvon districts specifically requested pedestrian underpasses, and women in Bukhara, Gijduvon, and Kyzyltepa requested traffic lights near communities and schools for children's safety. These requests align closely with the household survey's own safety-improvement priorities (speed control measures, 86.8%;

pedestrian crossings, 78.2%; street lighting, 76.9%; traffic signals, 79.1%), giving this risk one of the strongest evidentiary bases of the six risk categories in this chapter.

3.6. Barriers to Accessing the GRM

Traditional community leadership structures (mahalla committees) in rural districts are predominantly male, which can make it difficult or uncomfortable for women to raise sensitive issues through general leadership channels. However, mahalla structures typically include a designated woman representative, affiliated with the Women's Committee of Uzbekistan, specifically responsible for women's issues within the community. In principle, this gives women an existing, gender-matched channel through which to raise complaints or concerns, including those related to project impacts.

Impact on Women: Even with an existing gender-matched channel in principle available, underreporting risk remains a relevant concern for project-specific grievances: women may be reluctant to report wage theft, unsafe conditions, or harassment through any channel due to social pressure or fear of retaliation, particularly where the party involved is a contractor or migrant worker external to the community rather than a matter of purely local concern. This is distinct from, and potentially more difficult than, the kinds of issues the mahalla women's representative role was designed to handle, since it involves an outside party rather than an intra-community matter, and may require a level of confidentiality or formal escalation that the existing informal channel was not built to provide.

3.7. Summary of Consultation Findings and National Context

Household survey, a demographic and economic context: Survey respondents were predominantly male (83% of respondents, 194 of 234 survey respondents). A 12-point gender gap in economic activity was recorded in Bukhara Province (65.4% for women versus 77.1% for men; 11 points in Navoi Province), and female unemployment (7.3% in Bukhara, 6.8% in Navoi) is nearly double the male rate (3.8% and 3.5% respectively) in the project provinces. Within the immediate corridor sample, 86.5% of individuals classified as unemployed or homemakers (141 of 163 individuals) were women.

Labor outmigration as a contextual factor: The high proportion of women among unemployed/homemaker individuals, combined with seasonal income variability affecting 39.7% of households, is consistent with labor outmigration of working-age men to Russia, Kazakhstan, and other destinations. This has two implications for the GAP: first, some recorded female-headed households may be de facto rather than de jure, where the male household head is a labor migrant, absent for extended periods, and the woman is the effective day-to-day decision-maker and manager of household affairs and assets, even though the household is not currently recorded as female-headed under the RAP's headship criteria. De facto female-headed households of this kind

should be eligible for the same compensation entitlements, vulnerability-based support, and livelihood restoration assistance as de jure female-headed households (FHHs), since the practical burden of managing land, assets, and compensation decisions falls on the woman regardless of the household's formal headship classification. The RAP census will include a specific question to identify de facto female-headed households, e.g., whether the male household head is currently absent due to labor migration, and for what duration. So that this group is captured and flagged for the same entitlements as de jure FHHs, rather than being counted only under the male head's name and excluded from FHH-targeted support. Second, households reliant on migrant remittances may face compounded economic vulnerability if construction disrupts supplementary local income sources.

Focus group discussions: FGDs were conducted in the district khokimiyats of project districts. In addition to requests for improved pedestrian safety, participants expressed several concerns, including pavement quality and road durability in the Vobkent, Kyzyltepa districts. Additionally, residents requested wider roads to alleviate congestion near residential areas in Bukhara and Vobkent districts, proposed a dedicated lane for buses and emergency vehicles in Bukhara district, and called for improved road lighting in Vobkent district.

National policy context: Uzbekistan has recorded measurable national progress on gender representation over the past several years: the share of women in public administration has risen from 27% to 35% (Legislative Chamber: 32% to 38%; local Kengashes: 25% to 32.5%), women account for 60% of scientists, and the number of women entrepreneurs has grown 3.7-fold over the past decade to over 274,000. In Bukhara Province specifically, the share of women among internal affairs employees rose from 7.2% to 9.8%, and among judges from 4.3% to 10.5%, over the past six years. At the community level, women hold a substantial share of mahalla leadership roles (1,419 community leaders, 15%; 870 youth leaders, 9%; 351 khokim assistants, 3.7%). Uzbekistan's ranking on the Gender Equality and Governance Index (GEI) improved from 103rd (2022) to 52nd (2025)⁵. Despite this progress, women's share of employment in construction remains low nationally, at 9.4% as of 2024, up from 4.8% in 2021, indicating that the GAP's employment-quota targets represent a meaningful stretch above the current sectoral baseline rather than a marginal adjustment.

This national trajectory provides useful context for the GAP but should not be read as reducing the project-specific risks identified during baseline surveys, which are corridor-specific and driven by construction-phase dynamics rather than national policy trends.

⁵ Committee of Family and of the Republic of Uzbekistan,
<https://gov.uz/oz/wcu/news/view/87284#048GWZUJQR>

4. Gender Action Plan

4.1. Gender Action Plan

This Gender Action Plan (GAP) prepared for *Bukhara Road Network Improvement Project, Phase 2: M37 National Highway Rehabilitation*. GAP is prepared following the AllB requirements to ensure the project has a major impact on women's safety and mobility, 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 road usage.

Gender Considerations: The project incorporates targeted measures to promote gender equality and women's participation, enhances women's safety and mobility, improves access to project benefits, supports women's employment opportunities, and addresses identified gender-related risks through implementation of this Gender Action Plan.

Objective of the GAP: The purpose of the GAP is to ensure that women benefit from the proposed road reconstruction and modernization improvements. It will be achieved by ensuring women's equal participation and consultation in the project's design and implementation, improving access to safe transport infrastructure and services, and providing targeted opportunities for capacity building.

Key Focus Areas: The GAP will focus on key areas such as agency staffing, capacity building, and improved access to safe, climate-resilient road network infrastructure. The project sets achievable targets for personnel gender mix at the Executing Agency (Committee for Roads), Project Management Office (PMO) and Project Management Consultant (PMC). Specifically, the project will:

- **Promote Leadership and Capacity:** Support the regional road management authorities (Committee for Roads/ regional line departments) and local administrations at the district and community levels to promote women through equal access to technical training and professional development.
- **Enhance Safety and Dignity:** Increase women's safety and privacy through access to separate, secure bathrooms, toilets, and lockable changing facilities at construction sites and worker camps.
- **Ensure Inclusive Mobility:** Ensure affordable, safe, and universal access to public transport networks, pedestrian crossings, and transport infrastructure.
- **Expand Professional Opportunities:** Increase employment opportunities and corporate career paths for women in the transport sector through access to formal engineering, logistics, and technical qualifications.
- **Provide Employment Opportunities:** Ensure equitable recruitment and safe working conditions for women in project construction, landscaping, road maintenance, and monitoring works.

Responsibilities and Monitoring: Contractors deliver the GAP commitments assigned to them and report on them monthly to the PMC. The PMC, through its Gender Specialist, monitors and verifies compliance and prepares the Semi-annual GAP Monitoring Report. The PMO, through its gender focal point and Gender Specialist, oversees and reviews the results and submits the reports to AIIB. Responsibilities and reporting arrangements are set out in Section 4.2.

Integration of GAP Measures into Project Instruments: The GAP is not intended to operate as a stand-alone document. Its measures are implemented through, and made binding by, the Project's existing environmental and social safeguard instruments – the ESMP, RAP, SEP, Labor Management Plan (LMP), contractor bidding documents and Codes of Conduct, and the project's monitoring and reporting systems. This subsection describes the project instruments through which GAP measures are made binding and monitored, ensuring GAP commitments are not reliant on the GAP being consulted as a separate reference document during implementation. Cross-cutting integration points include:

- **ESMP:** Gender-specific construction-phase measures (worker facilities, Code of Conduct, school safety, GRM access, livestock/mobility provisions for women) are embedded directly in the ESIA's mitigation measures and become binding Contractor obligations through the SSESMP/C-ESMP.
- **RAP:** Measures addressing identification of informal female-run enterprises, equitable access to compensation for women, and identification of de facto female-headed households are implemented through RAP census, consultation, and payment procedures, and reported through the RAP's semi-annual progress reporting to AIIB.
- **SEP:** Women's consultation (focus group discussions), communication methods, and disclosure of grievance channels (including the GRM and AIIB Project-affected People's Mechanism) are scheduled and tracked through the SEP, ensuring GAP consultation commitments are not duplicated or lost between documents.
- **LMP and Codes of Conduct:** All contractor-facing GAP commitments, recruitment quotas, training, equal remuneration, worker camp facilities, and GBV/SEA/SH prevention, are given contractual force through the LMP and the Code of Conduct signed by all contractor personnel prior to mobilization.
- **Monitoring systems:** GAP indicators are consolidated into the same semi-annual reporting cycle used for RAP and ESMP monitoring, with sex-disaggregated data collection embedded across all relevant instruments rather than tracked separately.

Section 4.2 (Table 4) sets out where each commitment is incorporated, the readiness checks before mobilization, and the monitoring, reporting and corrective action arrangements.

Table 3: Gender Action Plan

No.	Activity	Indicators and Targets	Responsibility	Monitoring	Timeframe
1.	Maintain women's representation in the PMO	- At least 30% of PMO positions occupied by women. - Appoint PMO gender focal point(s). - Engage a dedicated Gender Specialist to provide technical support across GAP implementation, given the scope of gender-related commitments integrated into the ESMP, RAP, SEP, and LMP. 2026 Baseline: PMO comprising 15 specialists; of them 10 men and 5 women (33.3% women), already exceeds target; maintain at or above 30%. The PMO currently does not include a dedicated gender specialist.	Implementation by PMO Supervision by AIB	- Human Resources Records - PMO organizational chart showing gender specialist role/reporting line	Ongoing, from pre-construction phase through project completion Gender specialist role to be filled or confirmed prior to construction commencement
2.	Provide requirements for consultants (e.g., PMC) to employ women into their team	- Contract and bidding documents for consulting services include a requirement for to employ at least 20% women in key and non-key roles. - Ensure a gender specialist is in the consultant team along with E&S specialists. 2026 Baseline: 60% of ESIA team are women (three of five key experts are women; non-key experts also included three women; team lead was also a woman).	Implementation by PMO Reviewed by AIB	- Contract and bidding documents for consulting services - Team composition records	Pre-construction phase (contract preparation); verified upon PMC mobilization
3.	Provide requirements for contractors to employ women into their teams and conduct training activities	- Contract and bidding documents for each Lot include a requirement for contractors to employ women across construction teams, differentiated by job category: at least 10% of unskilled/semi-skilled site labor positions (general construction, earthworks, equipment operation); at least 25% of professional and technical positions (engineering, environmental, social, OHS, survey, laboratory); at least 30% of administrative and community liaison positions. Each Contractor submits a staffing schedule by job category and sex before mobilization. The resulting share of women across all positions in the Lot is calculated from it and reported as an outcome indicator (Section 4.4). - Provide skills training for all recruited women employees. 2026 Baseline: No bidding documents are prepared at the ESIA stage. National construction-sector female employment was 9.4% in 2024 (up from 4.8% in 2021; Section 3.7), reflecting	Implementation by PMO and PMC Reviewed by AIB	- Contract and bidding documents for civil works per Lot - Contractor's staffing schedule by job category and sex, per Lot; share of women across all Lot positions (women ÷ total positions) - Human Resources Records - Training Participants Lists provided by the Contractor(s)	Pre-construction and construction phases

No.	Activity	Indicators and Targets	Responsibility	Monitoring	Timeframe
		predominantly manual site-labor roles; category-differentiated targets are set with reference to this baseline for unskilled labor, and to observed higher female participation in professional, administrative, and community-facing roles both nationally and within the project districts (Section 3.7).			
4.	Integrate gender-responsive road safety features into detailed engineering design	- Project design includes underpasses and safe pedestrian crossings at each settlement crossing along the project corridor. - Detailed design includes street lighting, paved sidewalks, safe pedestrian crossings, traffic lights near settlements or schools. - Traffic lights and signage are available at each school near the project corridor. 2026 Baseline: 0 underpasses and limited signalized crossings across the project corridor.	Implementation by the Design Institute (detailed design) and Contractor (civil works) per Lot Supervision by PMC and PMO	- Detailed design drawings - Design review reports per Lot - Map of schools near the corridor and distance to underpass or safe pedestrian crossings, traffic lights, safety signage per Lot - Distance from settlement to underpasses and safe pedestrian crossings - Photographic evidence of safety features per Lot	Project design and construction phases
5.	Organize community consultation meetings with women in the settlements located along the project corridor, with specific outreach to women in RAP-affected households	- Conduct separate FGDs with local women and female entrepreneurs in roadside communities at least as follows (4 FGDs total): - Lot 1: FGDs in Kyzyltepa, Gijduvon, and Vobkent districts (in total 3 FGDs for this Lot, one FGD per district) - Lot 2: FGD in Bukhara district (one FGD for this Lot) - FGDs are scheduled in district authorities (<i>khokimiyats</i>) with the support of Deputy District Governor (<i>khokim</i>) for Family and Women's Affairs at times and locations accessible to women participants. - FGD participant composition will specifically ensure representation of women from RAP-affected households, including those affected by land acquisition, agricultural land loss, roadside business displacement, and auxiliary structure loss, proportionate to their share of the affected population per Lot, rather than relying solely on general residency within the consultation district. - FGDs discuss planned project activities and issues encountered including those related to women's health and safety, land	Implementation by PMC and Contractor(s) Supervision by PMO	- Number of women participated in FGDs, including female household heads and entrepreneurs, per Lot - FGD meetings, signature sheets and photos - Number of communities covered by consultations - Number of handouts	Construction phase, tied to each Lot's mobilization, consultation completed prior to and continuing during construction in that Lot



No.	Activity	Indicators and Targets	Responsibility	Monitoring	Timeframe
		acquisition, job opportunities, and general community concerns. In addition, women identified as belonging to RAP-affected households will be consulted, individually or in a dedicated session, on land acquisition, compensation access (including the barriers to women's compensation access), livelihood restoration measures, and the Project GRM, including how to raise a grievance without requiring the household head's involvement. Prepare handouts for FGDs. 2026 Baseline: Four only women FGDs, one per district, were conducted during ESIA stage; one FGD per district; a brochure was prepared and disseminated among women.			
6.	Implement Behavior Change Communication (BCC) and road safety awareness activities	Children/School Component: - Conduct training sessions on deployment of school personnel as trained flaggers using standardized "Stop/Slow" paddles and speakers, delivered to schools along the corridor (4 training sessions total): Lot 1: At least 1 training in 1 school in each of Kyzyltepa, Gijduvon, and Vobkent districts (3 training sessions total) Lot 2: At least 1 training in 1 school in Bukhara district (1 training session) - Prepare handouts for children and school staff. 2026 Baseline: No BCC training activities were conducted during ESIA stage.	Implementation by PMC and Contractor(s) Supervision by PMO	- Number of training sessions provided per Lot - Number of children (and their age) participated per school and per Lot - Number of disseminated handouts	Construction phase
		Project Communities Component: - Conduct one BCC and road safety awareness seminar per district within each Lot as follows (4 seminars total): Lot 1: At least 1 seminar in each of Kyzyltepa, Gijduvon, and Vobkent districts (3 seminars total) Lot 2: At least 1 seminar in Bukhara district (1 seminar total). - BCC and road safety awareness seminars cover the following: - dangers of crossing the high-speed M37 road outside of designated areas - using regulated crossings with traffic lights or underpasses - reflective apparel for cyclists, seniors, and children at dawn and dusk - keeping 2–3 m back from the roadway edge	Implementation by PMC and Contractor(s) Supervision by PMO	- Number of training sessions provided per Lot - Number of communities covered by BCC activities per district - Number of women and seniors participated per community - Number of disseminated brochures	

No.	Activity	Indicators and Targets	Responsibility	Monitoring	Timeframe
		– identifying and reporting hazards to municipal authorities – seniors crossing only in pairs and avoiding dusk/night walking. ▪ Seminars scheduled at district authorities (<i>khokimiyats</i>) or other venues coordinated with local authorities. ▪ Prepare a BCC and road safety awareness brochure. 2026 Baseline: No BCC awareness seminars were conducted during ESIA stage.			
7.	Promote women's employment by contractors	▪ Women occupy at least the minimum shares set out in Activity 3 in each Lot's contractor workforce: 10% unskilled/semi-skilled labor; 25% professional/technical; 30% administrative/community liaison positions. The resulting share of women across all positions in each Lot is calculated from the Contractor's staffing schedule and reported to AIBB semi-annually (Table 7, indicator C5). ▪ All new jobs advertised with a statement encouraging women to apply and published in local mass media and community centers, per Lot. ▪ Contractors will hire women for at least the target proportions set out above across management, engineering, environmental, social, OHS, survey, laboratory, community liaison, and administrative positions, and will identify and pursue opportunities to engage women in skilled and semi-skilled roles beyond these targets. 2026 Baseline: No contractors are engaged during ESIA stage.	Implementation by PMC and Contractor(s) Supervision by PMO	▪ Contractor's human resource records per Lot ▪ Job announcements per Lot ▪ Contractor's staffing schedule by job category and sex, per Lot	Starting from mobilization, per Lot
8.	Organize gender-responsive mass media outreach	▪ Mass media campaign organized across Bukhara and Navoi provinces to raise awareness of BCC activities, women's road safety, and grievance channels. ▪ At least 3 mass media announcements made per Lot on behavior-change and safety topics. 2026 Baseline: No mass media campaign conducted during ESIA stage.	Implementation by PMC and Contractor(s) Supervision by PMO	▪ Number of mass media campaigns ▪ Media records	Construction phase
9.	Provide gender and GAP awareness training	▪ One gender and GAP awareness training delivered to each Lot's contractor personnel prior to physical commencement of civil works in that Lot (2 training sessions in total). ▪ All women employed by the Contractor in that Lot at the time of the training will attend, with a minimum floor of 3 women per session to ensure the training is not skipped or treated as satisfied	Implementation by PMC Supervision by PMO	▪ Training outlines ▪ Training participant lists per Lot ▪ Number of women participants per Lot	Prior to physical commencement of works per Lot

No.	Activity	Indicators and Targets	Responsibility	Monitoring	Timeframe
		in Lots with very low female employment during early mobilization. - Training provides orientation on the GAP's requirements and Contractor obligations under it and confirms that all attending personnel understand their responsibilities. - The training covers, at minimum, GAP implementation, gender awareness, hygiene and sanitation, community health and safety, and the minimum camp facility standards for women. - Prepare training handouts. 2026 Baseline: No contractors are engaged during ESIA stage.			
10.	Deliver gender equality and skills development training	- One on-the-job training delivered per Lot to contractor personnel, with specific focus on female workers (2 training sessions in total). - Training focused on equipping women with practical workplace rights knowledge. - Training covers occupational health and safety, grievance filing, protection against unpaid labor, participation in decision-making. 2026 Baseline: No contractors are engaged during ESIA stage.	Implementation by PMC Supervision by PMO	- Training outline - Training participant lists per Lot - Training minutes per Lot - Number of women participants per Lot	Construction phase
11.	Organize provisions for women at labor camps and worksites	- Provide adequate facilities for women, including separate, secure, lockable sanitation facilities (toilets and bathrooms), changing rooms, prayer rooms, rest area, and catering for women at all worker camps and worksites, in each Lots. - Consult the contractor(s) on facilities design to confirm that provisions are responsive to women's practical needs, including privacy, location, and accessibility. - These facilities are built and operational before each Lot's camp opens and before construction commences at active worksites in that Lot. 2026 Baseline: No contractors are engaged during ESIA stage.	Implementation by Contractor(s) Consultation by PMC Supervision by PMC and PMO	- Consultation meeting minutes with the contractor per Lot - Site inspection - Photographs of facilities for women at construction sites and worker camps per Lot	Prior to physical commencement of works and camp opening, per Lot; facilities maintained throughout construction
12.	Provide equal remuneration	- Provide equal pay for equal work ensured between male and female employees in each Lot. - Payments will be made directly to women, via bank transfer to an individual account in the woman's name where such an account exists. Where a woman employee does not have an individual bank account, the Contractor will support account opening as a condition of employment (e.g., facilitating	Implementation by Contractor(s) Consultation by PMC Supervision by PMC and PMO	- Contractor's payroll records per Lot - Number of women received payment every month - Contractor's Human Resources records	Construction phase (continuous, checked every pay cycle)

No.	Activity	Indicators and Targets	Responsibility	Monitoring	Timeframe
		registration with a local bank or mobile money provider); payment will not be made to a household head or other family member on a woman employee's behalf. 2026 Baseline: No contractors are engaged during ESIA stage.			
13.	Monitor contractor's compliance with the Code of Conduct (including GBV/SEA/SH, dust and noise control, and worker-community behavior)	100% of contractor personnel in each Lot sign a Code of Conduct (CoC) prior to mobilization in that Lot, prohibiting GBV/SEA/SH, exploitation, intimidation, and discrimination, and setting standards for behavior toward the local population, including women, older adults, and children. - Contractors employ dust and noise control measures per Lot, including restricted hours for noisy plant and equipment. - Prior to camp mobilization in each Lot, the Contractor, supported by PMC, will establish and document a survivor-centered SEA/SH referral protocol for that Lot, specifying: (i) the local GBV referral pathway (rehabilitation centers, hotline, medical and psychosocial support services) applicable to that district; (ii) named contact points and referral procedures at each level of the Project GRM for SEA/SH complaints, consistent with confidential and survivor-centered handling; (iii) response timelines distinct from standard GRM timelines, given the sensitivity of SEA/SH complaints; and (iv) escalation procedures to law enforcement and national GBV services where required or requested by the survivor. The referral protocol will be reviewed and confirmed operational by the PMC prior to camp mobilization in that Lot. - Conduct SEA/SH and behavioral awareness sessions for all camp-based contractor and subcontractor personnel in each Lot (2 sessions x 2 Lots=4 sessions total): - These activities cover all workers residing in or regularly present at the Lot's camp(s), including subcontractor and casual and day labor. - Sessions conducted separately from, and in addition to, the one-time Code of Conduct induction and signing event. - Sessions content covers: (i) definitions and examples of SEA/SH and prohibited conduct; (ii) expected behavior toward host communities, including women, children, and older residents; (iii) disciplinary consequences of violations, up to dismissal and referral to law enforcement; (iv) how to report	Implementation by Contractor(s) Consultation by PMC Supervision by PMC and PMO	- Signed Code of Conduct by contractor personnel per Lot - Session content/agenda retained on file for each session, confirming topics covered - Attendance records showing % of camp-based workforce present per session, per Lot - SEA/SH training records, including meeting minutes and participants lists per Lot, photographs of training activities - Number of sessions triggered by grievances, distinct from the two scheduled sessions, per Lot - Number of complaints from the local population regarding noise, dust, or conduct, per Lot - Documented SEA/SH referral protocol per Lot, confirmed by PMC prior to mobilization - Record of periodic referral pathway testing/verification per Lot, including outcome (e.g., contact confirmed)	Prior to mobilization, then throughout construction, per Lot Referral protocol established and confirmed operational prior to camp mobilization in each Lot; periodic testing at least once per Lot during the construction period

No.	Activity	Indicators and Targets	Responsibility	Monitoring	Timeframe
		a concern, through the project GRM and the national GBV referral pathway (rehabilitation centers, hotline), including anonymous reporting options; (v) restrictions relevant to camp-community interaction (e.g., alcohol, unsupervised entry into residential areas). – First session conducted within 2 weeks of camp mobilization in that Lot, i.e., shortly after the Code of Conduct signing. – Second session at the midpoint of that Lot's construction period – Additional refresher session triggered by any substantiated SEA/SH grievance in that Lot, regardless of the standard schedule. ▪ The referral protocol's functionality will be periodically tested (e.g., through a simulated referral exercise or confirmation call to the named local GBV service contact) at least once during each Lot's construction period, independent of the scheduled awareness sessions, to confirm the referral pathway remains active, correctly staffed, and responsive. <u>2026 Baseline:</u> No contractors are engaged during ESIA stage.		responsive, or corrective action taken)	
14.	Manage the GRM	▪ At least one woman member included in the Community-level Grievance Redress Committee (GRC) per participating settlement, in each Lot, designated as the specific point of contact for gender-related and SEA/SH complaints. Her name and contact details (or an accessible method of reaching her, e.g., a phone number that does not require going through the male household head or other GRC members) will be disclosed to the community during consultation and disclosure activities, so that women in the settlement know who she is and how to reach her directly. ▪ Sex-disaggregated data maintained on complaints filed and redressed, per Lot. ▪ 100% of gender-related grievances per Lot resolved within 14 days. The 14-day target does not apply to SEA/SH cases. ▪ SEA/SH grievances: handled in accordance with the survivor-centered protocol, where survivor safety, consent, and wellbeing govern the pace and manner of response rather than a fixed resolution timeline: (i) initial contact and safety check with the survivor (or their chosen point of contact) within 48 hours	Implementation by PMC and PMO Contractor(s) responsible for camp-level GRM access points and response to grievances raised against them as employer	▪ Records of GRC composition ▪ Complaint Log per Lot ▪ Record of woman GRC member's designation and disclosure of her contact details to the community, per settlement/Lot ▪ Number and percentage of grievances submitted by women, per Lot ▪ Percentage of general gender-related grievances resolved within 14 days ▪ Number of SEA/SH cases handled under the protocol, tracked separately (case status only, not content, to preserve confidentiality) –	Construction phase

No.	Activity	Indicators and Targets	Responsibility	Monitoring	Timeframe
		of a report being received, consistent with the referral protocol established under Activity 13; (ii) referral to appropriate services offered promptly but only with the survivor's informed consent; (iii) case closure timing determined by the survivor-centered process, not a standard GRM deadline; and (iv) case status (open/referred/closed) tracked separately from the general complaint log to preserve confidentiality." GRM effectiveness for women will be monitored per Lot through: (i) number of grievances submitted by women, disaggregated from the total; (ii) percentage of women's grievances resolved within the applicable target timeframe (see below); (iii) women's awareness of GRM channels and the designated woman GRC contact, measured through consultation/FGD feedback; and (iv) number of complaints received through the confidential SEA/SH reporting channel, tracked separately from general complaint volume to protect survivor confidentiality while still confirming the channel is being used. 2026 Baseline: 0 across all lots; GRCs have not yet been established).		48-hour initial contact compliance rate Women's GRM/contact-point awareness, from consultation/FGD feedback	
15.	Implement, monitor, and report on GAP	- Progress monitored regularly and reported in semi-annual reports, covering all Lots individually and in aggregate. - Lessons learned and good practices highlighted. 100% of identified gender risks or implementation gaps flagged with time-bound corrective action plans. 2026 Baseline: 0 (GAP not yet under implementation).	Implementation by PMC Supervision by PMO	- Semi-annual GAP Monitoring Report - GAP Completion Report	Starting from Year 1, throughout project implementation
16.	Identify and support informal female-run home-based and agriculture-adjacent enterprises affected by land acquisition, outside standard RAP compensation categories	- RAP census and asset inventory actively surveys and records informal, unregistered female-run home-based enterprises and agriculture-adjacent income activity within the confirmed acquisition footprint, using a dedicated household-level identification protocol (not reliant on business registration records). - A specific livelihood support pathway is established in the RAP/Income Restoration and Rehabilitation Program (IRRP) for women identified through this process who fall outside standard compensation-eligible categories, providing income restoration assistance proportionate to documented or estimated pre-project income.	Implementation by PMC Supervision by PMO	- RAP census records, disaggregated by registered/titled vs. informal female-run enterprise - Number and value of livelihood support payments/assistance provided to women in this category - RAP monitoring reports	Prior to compensation; livelihood support pathway operational from RAP disclosure through livelihood restoration monitoring period

No.	Activity	Indicators and Targets	Responsibility	Monitoring	Timeframe
		100% of informal female-run enterprises identified within the RAP census area are recorded, disaggregated from registered/titled business counts, and offered the dedicated support pathway.			
17.	Ensure equitable access to and benefit from land acquisition and resettlement compensation for women, independent of household headship or titleholder status	- Compensation payments to married households are made jointly to both spouses (joint bank account or joint receipt/signature), or, where a joint mechanism is not feasible under national payment procedures, direct notification of compensation amount and payment date is provided separately and directly to the woman in the household, not solely through the male household head or titleholder. - Women in all RAP-eligible households, irrespective of headship or title status, are individually consulted (using female enumerators where required) on the valuation, entitlements, and livelihood restoration options relevant to assets they use or rely on. - RAP payment and consultation records disaggregate, per household, whether women were directly informed/consulted and whether payment was made jointly or to a woman-accessible account. 100% of RAP-eligible households with an identified female spouse or adult female member receive documented evidence of direct notification or joint payment. - The Project GRM includes a specific, accessible channel for women to raise concerns about compensation access, payment receipt, or exclusion from consultation, without requiring the household head's involvement to lodge the complaint.	Implementation by PMC Supervision by PMO	- RAP payment records, disaggregated by joint/individual payment mechanism - RAP consultation records, disaggregated by household head and by female household member consulted - GRM complaint log, disaggregated by complaint type (compensation access) and complainant sex - Semi-annual RAP progress reports to AIIB	Compensation payment stage, prior to construction commencement in each affected section; consultation and GRM access ongoing through livelihood restoration monitoring period
18.	Identify de facto female-headed households (where the recorded male head is an absent labor migrant) during RAP disclosure and consultation, and ensure they	- During individual consultation with each RAP-eligible household, the agenda should have a specific question identifying whether the recorded male household head is currently absent due to labor migration, and the duration/expected duration of absence. - Households where the male head is confirmed as a long-term labor migrant (threshold to be confirmed, e.g., absent 6+ months of the year) are flagged as de facto female-headed in the RAP vulnerability register, supplementing the existing de jure FHH category identified at census.	Implementation by Resettlement Specialist Supervision by PMO	- RAP consultation records, disaggregated by de jure FHH / de facto FHH identified at consultation / male-headed - RAP vulnerability register entries for de facto FHHs - Number and value of enhanced livelihood restoration packages provided to de facto FHHs	RAP disclosure and individual consultation stage, prior to compensation payment; GRM self-identification pathway remains open through the livelihood

No.	Activity	Indicators and Targets	Responsibility	Monitoring	Timeframe
	receive the same entitlements as de jure FHHs	- De facto FHHs receive the same enhanced livelihood restoration package and dedicated case management as de jure FHHs under the RAP vulnerability register provisions. - Any household not reached through initial disclosure consultation may self-identify as de facto female-headed through the Project GRM, with the same entitlement review applied.		GRM complaint/self-identification log for de facto FHH claims raised outside the initial consultation process	restoration monitoring period
19.	Monitor and report outcomes of land acquisition and resettlement compensation for affected women (RAP/ economic displacement outcome tracking)	- Percentage of women in RAP-affected households who participated in compensation consultations (individually or through a dedicated session), against the total number of RAP-affected households with an identified female spouse or adult female member. - Percentage of affected women who received compensation (directly, jointly, or through documented notification, Activity 17), against the total number of women eligible under the RAP entitlement matrix, including those identified through Activities 16 (informal enterprises) and 18 (de facto FHHs). - Percentage of eligible women participating in livelihood restoration programs under the RAP/IRRP, against the total number of women eligible for livelihood restoration assistance (including informal enterprise operators under Activity 16, de facto FHHs under Activity 18, and other RAP-eligible women). - Percentage of grievances raised by female Project-Affected Persons (PAPs) resolved, and average resolution time, tracked separately from the general gender-related grievance figures in Activity 14, to isolate resettlement/compensation-specific grievance outcomes. - Where any of the above falls materially below 100% or below the corresponding rate for male PAPs/male-headed households, the PMC/PMO will document the reason and a corrective action plan	Implementation by PMC Supervision by PMO	- RAP consultation records, cross-referenced with Activities 16–18 - RAP payment records, disaggregated by sex of recipient/beneficiary - IRRP/livelihood restoration participation records, disaggregated by sex - GRM complaint log, filtered to compensation/resettlement-related grievances, disaggregated by complainant sex and resolution status - Comparative reporting: female PAP outcome rates against male PAP/male-headed-household outcome rates, per indicator, per Lot	Livelihood restoration monitoring period

4.2. Incorporation of GAP Commitments and Compliance Arrangements

GAP commitments are binding only when they are written in the documents that decide who does what, who pays, and what happens if it is not done. This section shows where each GAP commitment is incorporated (Table 4), what must be in place before contractors mobilize, and how compliance is monitored, reported and enforced. Contractors are contractually responsible for delivering the commitments assigned to them. The PMC supervises, and the PMO oversees and reports to AIIB. The Executing Agency (Committee for Roads) is accountable for the results.

Table 4: Incorporation of GAP Commitments into Project Instruments

Instrument	GAP activities (Table 3)	How the GAP commitments are incorporated	Prepared and approved by	Compliance monitoring and reporting
Bidding documents for civil works (each Lot)	3, 7, 9–13 (priced items for 5, 6, 8)	▪ The Employer's Requirements and Specifications state the women's employment minimums by job category (10% / 25% / 30%), equal pay paid directly to women, facilities for women at camps and worksites, the Code of Conduct, the SEA/SH referral protocol, and the GAP training and community activities. ▪ The Bill of Quantities has separate priced items for facilities for women, trainings, behavior change seminars, mass media announcements and support to women-only FGDs, so their cost is visible and cannot be dropped. ▪ Bidders must submit a key personnel list that includes a social/gender specialist, a draft staffing schedule by job category and sex, a draft Code of Conduct and a draft gender chapter of the SSESMP. These are assessed in the technical evaluation. ▪ The GAP is attached to the bidding documents as an annex.	PMO with the Design Institute; reviewed by AIIB.	PMO checks that all GAP requirements are in the documents before issue (checklist); result reported to AIIB with the procurement review.

Instrument	GAP activities (Table 3)	How the GAP commitments are incorporated	Prepared and approved by	Compliance monitoring and reporting
Works contract (each Lot)	3, 7, 9–14	- The Particular Conditions make the GAP requirements contractual obligations. They apply to sub-contractors, and the Contractor must check that its sub-contractors comply. - Payment certificates include the period's GAP data (staffing by sex and category, facilities, trainings held); priced GAP items are paid only against evidence. - Mobilization, camp opening and the start of physical work in a Lot depend on the readiness checklist below. - Remedies for non-compliance are set out in Section 4.2.4.	Prepared by the PMO; signed by the Executing Agency and the Contractor.	PMC verifies monthly; PMO reviews; summarized in the semi-annual GAP Monitoring Report.
Contractor's SSESMP: gender chapter	3, 5, 6, 8–14	- Each Contractor includes a gender and SEA/SH chapter in its SSESMP (the GAP uses "SSESMP" throughout). It names the responsible person (Social/Gender Specialist), gives a schedule for each contractor activity, the staffing schedule by category and sex, the camp layout showing facilities for women, the referral protocol, the GRM access points and the budget lines. - The PMC reviews and approves the chapter before mobilization in the Lot. The Contractor updates it when the workforce or camp arrangements change.	Contractor; approved by the PMC; PMO no-objection.	PMC checks implementation monthly against the chapter; the Contractor's monthly report follows its structure.
Code of Conduct	9, 10, 13	- The Code of Conduct is a schedule to the works contract. It applies to all personnel, including sub-contractors and casual and day labor, and prohibits GBV, SEA/SH, exploitation, intimidation and discrimination. It sets rules for behavior toward the local population (for example alcohol, unsupervised entry into residential areas). 100% of personnel sign it before mobilization in the Lot, and new personnel sign at induction. Breach leads to disciplinary action up to dismissal and referral to law enforcement. PMO and PMC staff sign an equivalent code.	Contractor, using the PMO template; confirmed by the PMC.	PMC checks signed copies and induction records monthly; counts reported per Lot.

Instrument	GAP activities (Table 3)	How the GAP commitments are incorporated	Prepared and approved by	Compliance monitoring and reporting
Labor Management Plan (LMP)	3, 7, 12	The LMP requires non-discriminatory recruitment, job advertisements that encourage women to apply, equal pay paid directly into the woman's own account, and access to the worker grievance mechanism.	PMO (project LMP); Contractors' labor procedures approved by the PMC.	PMC checks payroll and HR records each pay cycle; data goes into the monthly report.
Resettlement Action Plan (RAP)	16–19	- The RAP census and asset inventory record informal female-run enterprises using a household-level protocol, identify de facto female-headed households, and keep a vulnerability register. The entitlement matrix and income restoration program include the livelihood support pathway for women. Compensation is paid jointly or with direct notification to the woman, and women are consulted individually. - The works contract makes site access in each section depend on compensation having been paid.	PMO and RAP Implementation Team; implemented with the public authorities.	RAP monitoring reports and semi-annual RAP progress reports to AIIB; outcome indicators A1–A4 and D1–D3 (Table 7).
Stakeholder Engagement Plan (SEP)	5, 6, 8, 14	Women-only FGDs, behavior change and road safety activities, mass media outreach, and disclosure of the woman contact person are scheduled in SEP Table 8 and tracked in its Consultation Commitments Tracking Matrix. Grievance handling follows SEP Chapter 8.	PMO.	SEP indicators and reports (Tables 13 and 14 of the SEP).
Detailed design and technical specifications	4	Drawings and specifications include underpasses and safe crossings, street lighting, paved sidewalks and traffic lights near settlements and schools, with matching Bill of Quantities items. The Contractor builds to the approved design.	Design Institute; reviewed by the PMC and PMO.	Design review reports per Lot; photographic evidence of the built features (Table 3).
PMO staffing and consultant contracts	1, 2, 15	The PMC's terms of reference and contract require at least 20% women in key and non-key roles and a Gender Specialist, and list the GAP supervision duties: review SSESMPs, certify readiness, inspect facilities, check payroll and HR data, check Codes of Conduct, test the referral pathway, and prepare the GAP reports. The PMO appoints a gender focal point and a Gender Specialist and keeps at least 30% women.	PMO; approved by the Executing Agency; reviewed by AIIB.	HR records and organization charts; team composition checked at mobilization.

For each Lot, the PMC certifies in writing that the following are in place, and the PMO confirms before the Contractor opens a camp or starts physical works in that Lot:

- the Code of Conduct is signed by all personnel of the Contractor and its sub-contractors;
- the gender chapter of the SSESMP is approved, and the staffing schedule by job category and sex is submitted, with job announcements published;
- facilities for women at the camp and worksites are built and working (Activity 11);
- the SEA/SH referral protocol is documented and confirmed operational by the PMC (Activity 13);
- gender and GAP awareness training has been delivered to the Contractor's personnel (Activity 9);
- the named woman contact person in each settlement is disclosed to the community and the camp-level GRM access points are in place (Activity 14); and
- compensation has been paid in the section where work is to start (RAP).

Monitoring, reporting and responsibilities:

- **Contractor:** The Contractor's Social/Gender Specialist prepares the GAP section of the Contractor's monthly report to the PMC: staffing by job category and sex, recruitment, retention and pay data, facilities, trainings held, Code of Conduct signatures and sessions, grievances received, and corrective actions.
- **PMC:** The PMC, led by its Gender Specialist, verifies the Contractor's data on site and through records every month, tests the referral pathway at least once per Lot, reports to the PMO each quarter, and prepares the Semi-annual GAP Monitoring Report, including the outcome indicators (Table 7).
- **PMO:** The PMO Gender Specialist and gender focal point review the PMC's reports and carry out monitoring missions. The PMO Head is accountable for compliance and submits the Semi-annual GAP Monitoring Report to AIIB, together with the RAP and ESMP reports and the status of all corrective actions.
- **Design Institute and RAP Implementation Team (PMC, PMO, and local authorities):** They provide the evidence for the design features (Activity 4) and for the RAP-related activities (Activities 16–19).
- **AIIB:** AIIB reviews the reports and supervision missions and may require further action.
- **Serious incidents:** Cases of SEA/SH and other serious incidents are reported at once to the PMC and PMO, with case status only to protect confidentiality, and to AIIB, without waiting for the semi-annual report.

Non-compliance and corrective action:

- The PMC issues a written notice stating what is not complied with and a deadline.
- The Contractor submits a corrective action plan within seven days. The PMC verifies that it has been done.

- If it is not resolved or is repeated, the PMO Head escalates it, and contractual remedies apply: withholding payment for GAP items not delivered, suspension of works in the affected section, and, for serious or repeated breach, termination.
- Where a SEA/SH allegation against an employee is substantiated, the person is removed from site immediately and, where the survivor agrees or the law requires, referred to law enforcement.
- All notices, corrective actions and their status are reported in the next semi-annual GAP monitoring report, and unresolved cases are reported to AIIB.

4.3. GAP Implementation Schedule

The indicative GAP implementation schedule is provided in Table 4, where:

- "1, 2, 3, 4..." refers to the first, second, third, and fourth months of project implementation; these figures are not calendar months.
- Months 1-6 = pre-construction/procurement/design finalization
- Months 6-12 = staggered mobilization across the 2 Lots
- Months 7-33 = construction
- Months 34-36 = completion/handover.
- Dark shading = active setup/establishment period
- Light shading = ongoing monitoring/maintenance period
- Markers: R = semi-annual report, 1/2 = periodic recurring event (see Indicators column for exact frequency).

Table 5: Indicative GAP Implementation Schedule

[illegible]

4.4. GAP Implementation Cost

The following table provides costs for GAP implementation.

Table 6: GAP Implementation Cost

Cost item	Quantity	Unit cost, US\$	Total cost, US\$	Comments
Community consultation meetings (with handouts)	4	2,000	8,000	costs are included in the PMC contract
BCC and road safety awareness activities	4+4=8	2,000	16,000	costs are included in PMC and civil work contracts
Gender and GAP awareness training (with handouts)	2	2,000	4,000	costs are included in the PMC contract
Gender equality and skills development training	2	2,000	4,000	costs are included in civil work contracts
SEA/SH and behavioral awareness sessions	4	2,000	8,000	costs are included in PMC and civil work contracts
SEA/SH referral protocol establishment and periodic testing	2	2,000	4,000	costs are included in PMC and civil work contracts
Gender-responsive mass media outreach (2 Lots – ≥3 announcements per Lot)	6	1,000	6,000	costs are included in PMC and civil work contracts
Monitoring, GRM maintenance, and other GAP-related activities	2	5,000	10,000	costs are included in PMC and civil work contracts
Gender Specialist of PMO	1	-	54,000	Individual contract for 36 months
Gender Specialist of PMC	1	-	72,000	costs are included in PMC contract for 36 months
Subtotal:	-	-	186,000.00	-
Miscellaneous (10%):	-	-	18,600.00	-
Total:	-	-	204,600.00	-

PMC = Project Management Consultant; BCC = Behavior Change Communication; SEA = Sexual Exploitation and Abuse; SH = Sexual Harassment

The total indicative RAP implementation budget for Lots 1 and 2 is UZS 33,066,674,671.03 (approx. USD 2,758,103.40), including 10% contingency. Funding is provided from the State Budget of the Republic of Uzbekistan.

4.5. GAP Monitoring and Evaluation

Implementation status of the GAP will be monitored by PMC and reviewed by PMO. Training activities will be planned, recorded, and shared by PMC and PMO with AIIB through semi-annual reports. Records evidencing compliance with legal requirements and GAP conformity 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 PMO. Pending activities will be included in the PMC's social monitoring reports.

The GAP monitoring framework has two levels. Activity indicators (Table 3) show whether GAP activities are delivered, for example the number of consultations, training sessions and facilities provided. Outcome indicators (Table 6) show whether women benefit: whether women take part in and gain from compensation and livelihood restoration, use and trust the grievance mechanism, obtain Project jobs and keep them, and whether the support given to vulnerable women works. Outcome indicators are the main basis for judging GAP performance. Activity indicators help explain the results.

All indicators are disaggregated by sex and, where relevant, by Lot, district and vulnerability category (de jure and de facto female-headed households, elderly women living alone, women with disabilities, and other categories in the RAP vulnerability register). For compensation, livelihood restoration, employment and grievance indicators, results for women are reported against the corresponding results for men. Where an indicator cannot be disaggregated by sex for a documented reason, the PMC states the reason in the semi-annual report.

Baselines are taken from the 2026 household survey where available. Where none exists (for example, employment, since no contractors are engaged yet), the baseline is established in the first monitoring round. Targets are set by the category minimums in Activity 3 or by parity with men. Where an outcome falls below its target, the PMC and PMO document the cause and a time-bound corrective action, which is reported in the next semi-annual report. Data come from Contractor HR and payroll records, RAP monitoring (household check-ins 6 and 12 months after payment), the GRM log, women-only FGDs, and community and worker surveys at mid-term and post-completion.

Monitoring results, covering activity and outcome indicators, will be reported to AIIB semi-annually (Table 7 and Table 8). AIIB will monitor and review GAP implementation in accordance with the aims and indicators specified in the GAP.

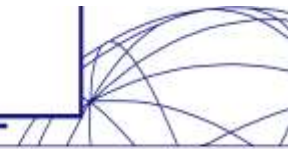
Table 7: GAP Outcome Indicators

No.	Outcome indicator	Baseline	Target	Data source and method	Frequency	Responsibility
A. Women's participation in compensation and livelihood restoration (RAP)						
A1	Women in RAP-affected households who took part in compensation consultations (individually or in a dedicated session), as % of RAP-affected households with an identified female spouse or adult female member.	None (RAP consultations not yet held).	All eligible women invited; participation rate at least equal to the rate for men.	RAP consultation records, by sex (Activities 17 and 19).	Semi-annual	PMC (data); PMO (review)
A2	Eligible women who received compensation directly or jointly (or documented direct notification), as % of eligible women; and women who say they know the amount and payment date and can access their share.	60.3% of women have personal funds they can dispose of independently; 18.4% of households (43 of 234) acknowledge barriers to women's access to compensation (household survey).	100% documented direct or joint payment or notification; share of households acknowledging barriers lower than 18.4% at baseline.	RAP payment records; post-payment household check-ins; endline survey.	Semi-annual; endline survey	PMC (data); PMO (review)
A3	Eligible women participating in livelihood restoration programs (RAP), as % of eligible women, compared with the rate for eligible men.	None (programs not yet started).	All eligible women offered; women's participation rate not lower than men's.	IRRP participation records, by sex.	Semi-annual	PMC (data); PMO (review)
A4	Women-run enterprises and home-based earners (identified under Activity 16) whose income is restored to at least the pre-project level, at 6 and 12 months after payment (%).	Pre-project income recorded at the RAP census.	RAP livelihood restoration standard met; women's rate not lower than for male-run enterprises.	RAP monitoring household check-ins at 6 and 12 months after payment.	Semi-annual	PMC (data); PMO (review)
B. Use and effectiveness of the grievance mechanism by women						
B1	Grievances submitted by women: number and share of all grievances, by channel and Lot, compared with women's share of the affected population.	0 (GRCs not yet established).	Women's share tracked against their share of the affected population; a gap triggers targeted outreach. A low count is not treated as success, particularly for SEA/SH.	GRM log, disaggregated by sex and channel.	Monthly log; semi-annual report	PMO E&S Specialist (log); PMC (report)



No.	Outcome indicator	Baseline	Target	Data source and method	Frequency	Responsibility
B2	Women who know how to submit a grievance and who know the designated woman GRC contact (% of women surveyed).	To be established at the first women-only FGD or survey in each Lot, before mobilization.	Increase over the pre-mobilization baseline at each survey. The target value is set after the baseline survey and confirmed in the first GAP monitoring report.	Women-only FGDs and short women's survey.	Before mobilization; mid-term; endline	PMC
B3	Women complainants satisfied with the process and the outcome (%).	None.	Women's satisfaction rate not lower than men's; reasons for dissatisfaction reviewed each period.	Exit feedback after case closure, with the complainant's consent.	Semi-annual	PMC
B4	Women's grievances resolved within the SEP timeframes (Level 1: acknowledged within 2 days, resolved within 5 days; complex cases up to 30 days), % and average resolution time, compared with all grievances.	0 (no cases yet).	100% acknowledged within 2 days; share resolved within SEP timeframes not lower than for all grievances; each late case explained and corrected.	GRM log.	Monthly log; semi-annual report	PMO E&S Specialist (log); PMC (report)
B5	SEA/SH reports: initial contact with the survivor within 48 hours (% of reports); survivors offered support services with informed consent (%). Tracked by case status only.	0 (no cases yet).	100% and 100%.	Confidential SEA/SH case log (status only).	Semi-annual	PMO E&S Specialist; PMC
C. Access to Project employment opportunities						
C1	Women's share of applicants and of hires, by job category and Lot; hire rate of women applicants compared with men.	None (no contractors engaged). National construction-sector female employment was 9.4% in 2024.	Category minimums met in each Lot (10% unskilled/semi-skilled; 25% professional/technical; 30% administrative/community liaison); hire rate not lower than men's.	Contractor recruitment and HR records, per Lot.	Semi-annual	Contractor (data); PMC (verification)
C2	Women hired who are still employed after 3 and 6 months, compared with men (%).	None.	Retention not lower than men's.	Contractor HR records.	Semi-annual	Contractor (data); PMC (verification)

No.	Outcome indicator	Baseline	Target	Data source and method	Frequency	Responsibility
C3	Women paid directly into their own account (%); pay difference between women and men in the same job category.	None.	100% paid directly; no unexplained pay difference.	Contractor payroll records (Activity 12).	Semi-annual	Contractor (data); PMC (verification)
C4	Women workers who say facilities are adequate and that they feel safe and respected at work (%).	None.	Improvement between the first and second survey per Lot; all facility gaps reported by women corrected and reported back in the next monthly report.	Worker survey and FGD (Activities 10–13), twice per Lot.	Twice per Lot	PMC
C5	Aggregate share of women among all contractor positions, per Lot, calculated from the staffing schedule. Reported for information; no target.	None.	Reported only.	Contractor staffing schedule by job category and sex.	Semi-annual	Contractor (data); PMC (calculation)
D. Effectiveness of support measures for vulnerable women						
D1	Vulnerable women and households in the RAP vulnerability register (de jure and de facto female-headed households, elderly women living alone, women with disabilities) who received the assigned assistance package (%).	Register to be established at the RAP census.	100%.	RAP vulnerability register; case management records.	Semi-annual	PMC (data); PMO (review)
D2	Vulnerable women's households whose income and living standard are restored or improved at 6 and 12 months after payment (%), compared with other affected households.	Household situation recorded at the RAP census.	Rate not lower than for other affected households.	RAP monitoring household check-ins.	Semi-annual	PMC (data); PMO (review)
D3	Vulnerable women who say the support met their needs (%); cases closed with the woman's agreement (%).	None.	Increase between 6- and 12-month check-ins; every unmet need has a follow-up action; 100% of closures agreed with the woman.	Case management exit interviews.	Semi-annual	PMC



No.	Outcome indicator	Baseline	Target	Data source and method	Frequency	Responsibility
E. Safety and mobility						
E1	Women reporting improved perceived safety on the M37 corridor, day and night (%).	60.3% day and 35.5% night (household survey, ESIA Section 5.5.5.1).	Improvement over baseline in day and night safety at post-completion; no decline at mid-term.	Community survey.	Mid-term; post-completion	PMC
E2	Women reporting improved access to markets, healthcare, education and other services enabled by the completed road (%).	Household survey trip-purpose and distance data (ESIA Section 5.5.4).	Improvement over baseline.	Post-completion survey.	Post-completion	PMC

4.6. Reporting

On behalf of Committee for Roads/Avtoyulinvest Agency, PMO is responsible for managing GAP implementation jointly PMC. The following progress and monitoring reports will be prepared by PMC and reviewed by PMO and submitted to AIIB.

Table 8: Reporting Arrangements and Requirements

No.	Type of Report	Content	Frequency
1.	Semi-annual GAP Monitoring Report	▪ Progress on the GAP activities, indicators, and variations, if any, with explanation and outcome, and recommended corrective actions	Semi-annual
2.	GAP Completion Report	▪ Overall narrative of the GAP process, outputs and outcomes of indicators from baseline, key variations/changes, and lessons learned.	Upon completion of project

GAP = Gender Action Plan