

JSC “Rogun HPP”

State Enterprise “Directorate for Flooding Zone of Rogun HPP”

Project Management Group for Energy Facilities Construction under the President of the Republic of Tajikistan

ROGUN HYDROPOWER PROJECT – UPDATED ENVIRONMENTAL AND SOCIAL IMPACT ASSESSMENT

Volume 2, Annex 17-1: Gender Assessment



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KEY DEFINITIONS

Definitions	
Economic Violence	Any act or behavior which causes economic harm to an individual. Economic violence can take the form of, for example: property damage; restricting access to financial resources; controlling access to health care, employment, education, including agricultural resources; not complying with economic responsibilities such as alimony; excluding from financial decision-making; discriminatory traditional laws or practices relating to property rights and use of communal land. ¹
Gender-Based Violence (GBV)	Umbrella term for violence and harassment directed at persons because of their sex or gender or affecting persons of a particular sex or gender disproportionately, and includes sexual harassment. ²
Gender Equality	The equal rights, responsibilities and opportunities of women and men and girls and boys.
Gender Mainstreaming	Mainstreaming involves ensuring that attention is given to the goal of gender equality and that gender perspectives are central to all activities.
Grievance Redress Mechanism	A Grievance Redress Mechanism is an avenue for individuals and communities to submit complaints and for these to be addressed.
Intimate Partner Violence	Behavior by an intimate partner or former partner that causes physical, sexual, economic, and/or psychological harm.
Non-discrimination	Refers to the practice of treating all people equally (e.g., based on gender, race, ethnicity, religions, disability, etc.)
Sexual Abuse	The actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions. All sexual activity with children (as defined by the UN Convention on the Rights of the Child as any person under the age of 18) is sexual abuse, regardless of the age of maturity or consent locally. Mistaken understanding of the age of a child is not a defense. ³
Sexual Exploitation	Any actual or attempted abuse of a position of vulnerability, differential power or trust for sexual purposes, including profiting monetarily, socially or politically from the sexual exploitation of another. ⁴

¹ EIGE (2017) Glossary of definitions of rape, femicide and intimate partner violence.

<https://eige.europa.eu/publications/glossarydefinitions-rape-femicide-and-intimate-partner-violence>

² ILO (2019) Convention No. 190 and Recommendation No. 206 — Convention Concerning the Elimination of Violence and Harassment in the World of Work. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_711570.pdf

³ United Nations Secretariat (2003) United Nations Secretary-General's bulletin ST/SGB/2003/13. <https://www.refworld.org/docid/451bb6764.html>

⁴ Ibid

Definitions	
Sexual Harassment	Any form of unwanted verbal, non-verbal or physical conduct of a sexual nature with the purpose or effect of violating the dignity of a person, in particular when creating an intimidating, hostile, degrading, humiliating or offensive environment. ⁵
Sexual Assault	The Tajikistan Criminal Code covers “sexual assault, includes aggravated, abusive and wrongful intentional sexual contact which may be characterized by use of force, threats, intimidation, abuse of authority or when the victim does not or cannot consent.” Verbal, non-verbal or cyber harassment are not currently covered by the Criminal Code.
Survivor	A person who has experienced GBV and survived. The terms "victim" and "survivor" are often used interchangeably. "Survivor" is the term generally preferred in the psychological and social support sectors.
Victim	A person who has experienced GBV. "Victim" is a term more often used in the legal and medical sectors.
Violence and Harassment	A range of unacceptable behaviors and practices, or threats thereof, whether a single occurrence or repeated, that aim at, result in, or are likely to result in physical, psychological, sexual or economic harm, and includes gender-based violence and harassment. ⁶
Rape	Sexual penetration, whether vaginal, anal or oral, through the use of object or body parts, without consent, using force, coercion or by taking advantage of the vulnerability of the victim. ⁷

⁵ Ibid

⁶ ILO (2019) Convention No. 190 and Recommendation No. 206 — Convention Concerning the Elimination of Violence and Harassment in the World of Work. https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_711570.pdf

⁷ EIGE (2017) Glossary of definitions of rape, femicide and intimate partner violence. <https://eige.europa.eu/publications/glossarydefinitions-rape-femicide-and-intimate-partner-violence>

17 GENDER ASSESSMENT

17.1 PURPOSE

- 17.1.1. As part of the environmental and social impact assessment for the Project, WSP has been commissioned to develop a Gender Assessment and a Gender Action Plan.
- 17.1.2. The development of this Gender Assessment and the subsequent Gender Action Plan was financed through the TA grant for the Rogun HPP. These are new studies not previously undertaken as part of the scope of works undertaken in 2014 but now included to comply with the World Bank Environmental and Social Framework (2018) and its commitment to closing gender gaps globally for lasting impact in tackling poverty and driving sustainable economic growth that benefits all.
- 17.1.3. The key objectives of the Gender Assessment are to identify and assess the key gender related risks and impacts related to the Project, as well as the opportunities that it presents to women. The Gender Assessment explores:
- Identify, assess and analyze gender and gender-based violence (GBV), Sexual Exploitation and Abuse (SEA) / Sexual Harassment (SH) risks and impacts as well as opportunities to promote gender equality and opportunities for women.
 - Gaps between the national legislation and policy context and international standards.
 - Partnership opportunities that can be leveraged to more effectively prevent and address GBV/SEA/SH and develop opportunities for women.
 - Key mitigation measure and actions that can be adopted to prevent and mitigate gender-related risks and impacts and promote gender equality and opportunities for women.

17.2 SCOPE OF THE GENDER ASSESSMENT AND GENDER ACTION PLAN

- 17.2.1. This technical annex comprises a Gender Assessment that assesses the national and local baseline with respect to gender, identifies gaps between national legislation and international standards and assesses gender-related risks and impacts as well as key opportunities for women in relation to the project. A Gender Action Plan, informed by findings from the Gender Assessment, presents specific actions and measures to address GBV/SEA/SH risks at or near the Project and / or resettlement sites, identify challenges and restrictions in gender equality and mainstreaming, and finally to propose economic and social opportunities for women and girls affected by the Project.
- 17.2.2. The Gender Assessment consists of the following sections:
- Introduction: Including objectives and scope, a description of the key components of GBV/SEA/SH and gender equality, and an overview of applicable international standards and requirements.
 - Methodology: Including desktop assessment and collection of primary data.
 - Project description: A full Project description can be found in **Volume 1, Chapter 3: Project Description** of this ESIA. This section highlights key aspects pertinent to gender including workforce, accommodation and transport.
 - Baseline: Including national legislation, national policy context, national and local socio-economic context in relation to gender and national and local gender referral pathways.
 - National Law, gaps and current developments.
-

- Findings from the gender surveys: Including Key Informant Interviews and Focus Group Discussions.
- Internal Capacity and Mechanisms –Reviewing current policies, procedures and reporting mechanisms relating to GBV/SEA/SH and gender equality.
- Gender safety and project design.
- Risk and Impact Assessment.
- Partnership opportunities.

17.2.3. This Gender Action Plan is appended and includes measures to:

- Addressing GBV/SEA/SH risks at or near the Project site.
- Addressing GBV/SEA/SH risks at or near resettlement sites.
- Developing economic and social opportunities for women and girls PAPs.
- Creating greater opportunities for women as workers/employees at the Project site.
- Create an enabling environment for better economic opportunities for affected people and for women and girls.

17.3 KEY COMPONENTS OF GBV AND GENDER EQUALITY

17.3.1. This section provides detailed definitions of gender-based violence (GBV), Sexual Exploitation and Abuse (SEA) and Sexual Harassment (SH) and gender equality and mainstreaming.

Gender-Based Violence (GBV)

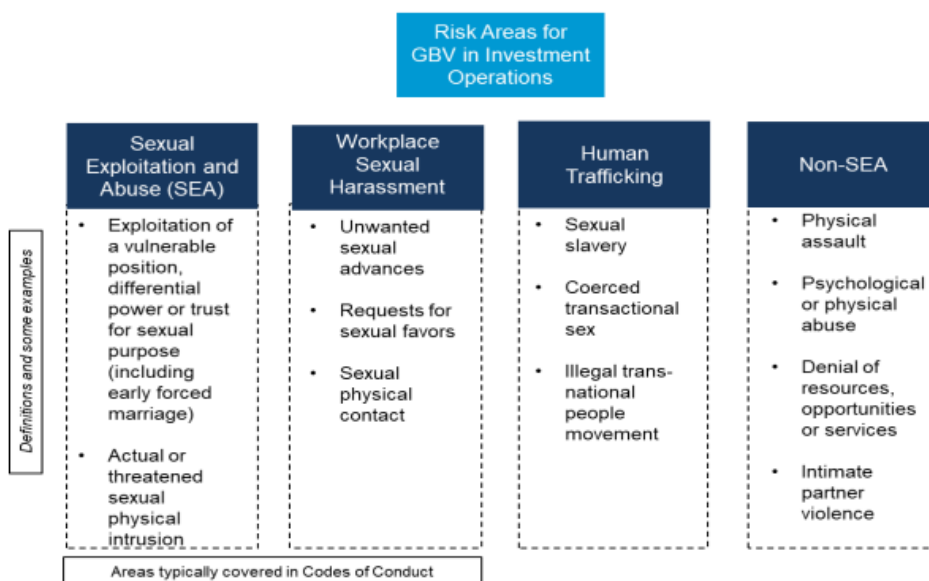
- 17.3.2. GBV is an umbrella term “for any harmful act that is perpetrated against a person’s will and that is based on socially ascribed gender differences”, including “physical, mental, sexual harm or suffering; threats of such acts; and coercion and other deprivations of liberty, whether occurring in public or in private life”⁸.
- 17.3.3. GBV is rooted in gender inequality and unequal distribution of power – considering whether an act of violence reflects or reinforces unequal power relations between men and women can help identify whether it constitutes GBV.
- 17.3.4. Perpetrators in relation to the Project may include Project staff, contractors or individuals within Project affected communities.
- 17.3.5. Many forms of GBV are criminal acts in national laws although this will differ between countries. In Tajikistan, laws exist that prohibit domestic violence (the National Law on the Prevention of Violence in the Family (2013), which prohibits reviews physical, psychological, sexual and economic violence in the framework of family), but it is not criminalized as a standalone offence. See Table 17-5 and Section 17.8 for further details of relevant national laws.

⁸ World Bank (2020) ‘Good Practice Note: Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing Involving Major Civil Works’, <https://thedocs.worldbank.org/en/doc/741681582580194727-0290022020/original/ESFGoodPracticeNoteonGBVinMajorCivilWorksv2.pdf>

Sexual Exploitation and Abuse and Sexual Harassment

- 17.3.6. Sexual Exploitation and Abuse and Sexual Harassment are types of GBV.
- 17.3.7. Sexual Exploitation and Abuse (SEA) refers to ‘Any actual or attempted abuse of a position of vulnerability, differential power, or trust, for sexual purposes, including, but not limited to, profiting monetarily, socially or politically from the sexual exploitation of another’ (sexual exploitation) and ‘Actual or threatened physical intrusion of a sexual nature, whether by force or under unequal or coercive conditions’ (sexual abuse)⁹.
- 17.3.8. Sexual harassment refers to ‘Any unwelcome sexual advance, request for sexual favor, verbal or physical conduct or gesture of a sexual nature, or any other behavior of a sexual nature that might reasonably be expected or be perceived to cause offense or humiliation to another, when such conduct interferes with work, is made a condition of employment or creates an intimidating, hostile or offensive work environment’⁹.
- 17.3.9. SEA occurs against a beneficiary or member of the community. SH occurs between personnel/staff and involves any unwelcome sexual advance or unwanted verbal or physical conduct of a sexual nature.
- 17.3.10. Figure 17-1 **Figure 17-1** shows the four broad categories of GBV that the World Bank identifies as being most likely to be exacerbated by World Bank-financed IPF involving major civil works.

Figure 17-1 - Risk Areas for GBV in Investment Operations



⁹ World Bank (2019) ‘Good Practice Note – Addressing SEA/SH in IPF Involving Major Civil Works’

Source: World Bank, 2020, 'Good Practice Note: Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works'¹⁰.

- 17.3.11. In Tajikistan, national law prohibits sexual harassment and workplace harassment (Law on Equality and Elimination of All Forms of Discrimination 2022, Article 6).

Gender equality and mainstreaming

Gender Equality

- 17.3.12. Gender equality is defined by the United Nations (UN) as referring to "the equal rights, responsibilities and opportunities of women and men and girls and boys"¹¹. This is not to say that women and men will become the same, but that women's and men's rights, responsibilities and opportunities will be equal and not dependent on whether a person is born male or female. It is important to note that to achieve gender equality, men and boys should be fully engaged in addition to women and girls.

Gender Mainstreaming

- 17.3.13. Gender Mainstreaming is a strategy used to promote the achievement of gender equality. Mainstreaming involves ensuring that attention is given to the goal of gender equality and that gender perspectives are central to all activities (in this instance related to the Project) including policy development, research, advocacy / dialogue, legislation, resource allocation, and planning, implementation and monitoring of programs and projects¹². It is about taking systematic account of the differences between the conditions, situations and needs of women and men in all community policies and actions¹³.

17.4 APPLICABLE STANDARDS AND GUIDELINES

International Gender-Related requirements

- 17.4.1. Gender is a key component of the Sustainable Development Goals (SDGs) and has been set out in Goal 5, to "Achieve gender equality and empower all women and girls".
- 17.4.2. The Constitution of the Republic of Tajikistan recognizes international law as a component of the national legal system. Tajikistan is a signatory to a number of international human rights treaties as listed in **Table 17-1**, with commitments to equality for all reflected in national laws. However, while a sound national legal framework is in place to support gender equality, it should be noted Tajikistan has not implemented many of the laws and international agreements to which it is party¹⁴. This

¹⁰ World Bank (2020) 'Good Practice Note: Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works', <https://thedocs.worldbank.org/en/doc/741681582580194727-0290022020/original/ESFGoodPracticeNoteonGBVinMajorCivilWorksv2.pdf>

¹¹ United Nations (2020), Gender Concepts and Definitions. Available at: <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>.

¹² United Nations (2020), Gender Mainstreaming. Available at: <https://www.un.org/womenwatch/osagi/gendermainstreaming.htm>.

¹³ UNICEF (2020) <https://gdc.unicef.org/resource/gender-impact-assessment-gender-mainstreaming-toolkit>.

¹⁴ The World Bank (2017), 'Tajikistan Risk and Resilience Assessment', <file:///C:/Users/UKEJB009/Downloads/Tajikistan-Risk-and-resilience-assessment.pdf>

includes the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) which requires states to take action to prevent and prohibit discrimination on the basis of sex. CEDAW states that family violence may be considered a violation of the convention and calls on states to combat domestic violence. However, reports conclude that in Tajikistan the response to family violence and services available do not meet international standards (which call for a survivor-centered response to DV that prioritizes the survivor's security and wellbeing) inadequate support is provided to survivors of GBV¹⁵.

Table 17-1 - Key International Conventions signed or ratified by Tajikistan.

International Convention / Requirements	Brief Description
Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1979	The Convention explicitly defines discrimination against women and sets up an agenda for national action to end such discrimination. The Convention targets culture and tradition as influential forces shaping gender roles and family relations, and it is the first human rights treaty to affirm the reproductive rights of women. It calls for implementation of laws on domestic violence, for provision of services to protect and support survivors, and training of state officials, including judicial and law enforcement personnel, to properly enforce these measures. It recommends the establishment of support services for survivors of domestic violence, including in rural or isolated areas. Tajikistan ratified the CEDAW convention in 1993 and its Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women in 2014. With this, Tajikistan committed to end all forms of violence against women, take measures to combat violence against women and provide support to victims from violence against women¹⁶.
CEDAW General Recommendation No. 19: Violence against women, 1992	The Convention in Article 1 defines discrimination against women. The definition of discrimination includes gender-based violence, that is, violence that is directed against a woman because she is a woman or that affects women disproportionately. It includes acts that inflict physical, mental or sexual harm or suffering, threats of such acts, coercion and other deprivations of liberty¹⁷.
International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families	This convention is a United Nations multilateral treaty governing the protection of migrant workers and families. Tajikistan ratified the Convention in 2002.
Convention concerning Equal Remuneration for Men and Women	Tajikistan has ratified all fundamental ILO Conventions including Convention No. 100. The Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, or Equal Remuneration Convention is the

¹⁵ Human Rights Watch (2019), 'Violence with every step'

¹⁶ United Nations Tajikistan, <https://tajikistan.un.org/en/103928-analysis-amendments-law-prevention-violence-family-align-those-cedaw-concluding-observations>

¹⁷ UN, 1992. Available at : <https://www.refworld.org/docid/52d920c54.html>

International Convention / Requirements	Brief Description
Workers for Work of Equal Value, 1951 (International Labor Organization (ILO), Convention No. 100)	100th International Labor Organization Convention and the principal one aimed at equal remuneration for work of equal value for men and women.
International Covenant on Economic, Social and Cultural Rights 1966	This international human rights treaty includes a commitment to 'the equal right of men and women to the enjoyment of all economic, social and cultural rights set forth in the present Covenant' (Article 3) and 'Fair wages and equal remuneration for work of equal value without distinction of any kind, in particular women being guaranteed conditions of work not inferior to those enjoyed by men, with equal pay for equal work' (Article 7). Tajikistan ratified the Covenant in 1999.
Beijing Declaration and Platform for Action (UN) 1995	This UN resolution is described by UN Women as 'the most progressive blueprint ever for advancing women's rights' ¹⁸ . It is a global policy framework and blueprint for action and aims to support gender equality and the human rights of women and girls, everywhere. It was adopted by Tajikistan in 1998.
International Labor Organization (ILO)	Tajikistan has ratified all fundamental ILO Conventions including Convention No. 100. The Convention concerning Equal Remuneration for Men and Women Workers for Work of Equal Value, or Equal Remuneration Convention is the 100th International Labor Organization Convention and the principal one aimed at equal remuneration for work of equal value for men and women.
2030 Sustainable Development Agenda	The Agenda is a plan of action for people, planet and prosperity which came into force in 2016 – focused on eradicating poverty, securing peace and delivering worldwide sustainability and resilience through 17 Sustainable Development Goals and 169 targets. Goal 5 'Gender Equality' seeks to end all discrimination and violence and provide equal rights to economic resources among its targets. Tajikistan approved and adopted the 2030 Sustainable Development Agenda for implementation.

International Lender Standards – Gender Aspects

17.4.3. **Table 17-2** below describes the key aspects of international lender standards (including World Bank, European Investment Bank (EIB), Asian Development Bank (ADB), Asian Infrastructure Investment Bank (AIIB) and the Islamic Development Bank (IsDB) pertaining to gender including non-discrimination and equality and gender-based violence and harassment.

¹⁸ UN Women (2015) <https://www.unwomen.org/en/digital-library/publications/2015/01/beijing-declaration>.

Table 17-2 - Summary of International Standards Pertaining to Gender¹⁹

Topic Area	<u>Applicable Lenders' Standards²⁰</u>			
	World Bank Environmental and Social Framework (ESF) (2018)	EIB Environmental and Social Standards (2022)	ADB Safeguard Policy Statement (2009)	AIIB ESP and ESF (2022)
Assessment of gender risks, opportunities and mitigation	ESS1: Identify 'disadvantaged or vulnerable' groups, mitigate disproportionate impacts and ensure benefits are shared (gender not explicitly mentioned).	Standard 7: Promote gender equality as a basic human right crucial for sustainable development, by ensuring that the gender specific impacts, vulnerabilities and barriers are considered and addressed... and by promoting the equal ability to access and utilize the benefits and opportunities. Standard 7 identifies that 'gender-based discrimination affects all societies and cuts across all other types of discrimination, often exacerbating vulnerability, exclusion, and/or marginalization' and that 'discrimination, entrenched social and gender roles and attitudes, gender-based violence and lack of access to decision-making can weaken the resilience of (women) and render	Safeguard requirement 1: Gender aspects included in the E(S)IA.	ESS1: Identify any potentially adverse gender-specific risks and impacts of the Project that have a disproportionate impact on one gender compared to another, consider how the Project's risks and impacts may increase such gender-specific risks and impacts and develop mitigation measures to reduce these. Collect, at an appropriate level of detail, and use gender-disaggregated baseline data and analysis, and consider enhancing the design of the Project to promote equality of opportunity and women's socioeconomic empowerment.'

¹⁹ IsDB is not included in this table as detailed standards have not yet been completed.

²⁰ Paraphrased for brevity and clarity.

Topic Area	<u>Applicable Lenders' Standards²⁰</u>			
	World Bank Environmental and Social Framework (ESF) (2018)	EIB Environmental and Social Standards (2022)	ADB Safeguard Policy Statement (2009)	AIIB ESP and ESF (2022)
		them disproportionately vulnerable to adverse Project impacts'.		
Stakeholder engagement and consultation	ESS10: Project information will be disclosed, taking into account any specific needs of groups that may be differentially or disproportionately affected or have specific information needs, such as women.	Standard 2: [stakeholder] engagement shall be gender responsive and inclusive, devoid of discrimination and take into account, if necessary, the different needs of and potential barriers facing the various stakeholders to ensure their equitable participation.	'Meaningful consultation' defined as 'gender inclusive and responsive'.	ESS1: 'Meaningful consultation is gender sensitive, inclusive, accessible, responsive and tailored to the needs of vulnerable groups'.
Grievance management	ESS10: Requirement to establish a grievance mechanism to receive and facilitate resolution of concerns and grievances of project-affected parties. ESS 2: Requirement to establish a separate grievance mechanism for workers.	Standard 8: A workplace GRM mechanism, including provision for anonymous and sensitive grievances, to be developed. Standard 2: A community grievance mechanism will be developed which is 'gender inclusive and responsive and address potential access barriers to men and women'.	Safeguard requirement 1: The borrower/client will establish a GRM that is 'gender responsive, culturally appropriate, and... readily accessible to all segments of the affected people.'	ESP: The Project GRM... address affected people's concerns and complaints promptly, including gender-related concerns and complaints relating to GBV, using an understandable and transparent process that is gender sensitive, culturally appropriate and readily accessible to all affected people. ESS1: Workers' GRM to be responsive to gender-related concerns.
Involuntary resettlement	ESS5: Specific measures to be implemented as necessary so that women's preferences,	Standard 6: Pay attention to the specific gender dimensions of involuntary resettlement, especially	Safeguard requirement 2: During the identification of the impacts of resettlement	ESS2: Requires identification of gender-related risks and differential impacts, gender-

Topic Area	<u>Applicable Lenders' Standards²⁰</u>			
	World Bank Environmental and Social Framework (ESF) (2018)	EIB Environmental and Social Standards (2022)	ADB Safeguard Policy Statement (2009)	AIIB ESP and ESF (2022)
	perspectives and interests are considered in all aspects of the resettlement process. Measures should be taken to ensure women gain security of tenure and receive due compensation on equal terms to men.	regarding stakeholder engagement, the census, valuations, payment of compensation and livelihood restoration. The promoter shall put in place specific measures as necessary so that women's perspectives and interests are considered in all aspects of resettlement planning and implementation. The promoter shall consider feasible measures for women to gain security of tenure and receive cash or in-kind compensation on equal terms as men.'	and resettlement planning, and implementation, the borrower/client will pay adequate attention to gender concerns, including specific measures addressing the need of female headed households, gender-inclusive consultation, information disclosure, and grievance mechanisms, to ensure that both men and women receive adequate and appropriate compensation for their lost property and resettlement assistance, if required, as well as assistance to restore and improve their incomes and living standards.	differentiated sources of livelihoods, including informal ones and the establishment of a gender-sensitive GRM as well as equal provision for women to gain security of tenure when determining compensation and entitlements.
Workplace opportunities and non-discrimination	ESS2 'Labor and Working Conditions' include to 'promote the fair treatment, non-discrimination and equal opportunity of project workers' and 'to protect project workers, including vulnerable workers such as women...as appropriate'. ESS2 requires that 'the employment of project workers	Standard 8: labor management policies and procedures 'shall be non-discriminatory and shall observe equal opportunities' and must 'set out measures to prevent and address gender discrimination (and) ensure that human resources and career progression decisions are not	N/A	ESS1: assessment of 'any discrimination toward groups or individuals in providing access to development resources and Project benefits, particularly toward vulnerable groups. As necessary, incorporate measures to mitigate any such discrimination.

Topic Area	<u>Applicable Lenders' Standards²⁰</u>			
	World Bank Environmental and Social Framework (ESF) (2018)	EIB Environmental and Social Standards (2022)	ADB Safeguard Policy Statement (2009)	AIIB ESP and ESF (2022)
	will be based on the principle of equal opportunity and fair treatment, and there will be no discrimination with respect to any aspects of the employment relationship, such as recruitment and hiring, compensation (including wages and benefits), working conditions and terms of employment, access to training, job assignment, promotion, termination of employment or retirement, or disciplinary practices.' ESS2 states that where national law is inconsistent with these requirements, the Project must seek to carry out Project activities in a manner that is consistent with the requirements to the extent possible.	affected by gender and/or the reproductive role of women'.		
Workplace health and safety (inc. GBV)	ESS2: The Borrower will provide appropriate measures of protection and assistance to address the vulnerabilities of Project workers, including specific groups of workers, such as women. Management procedures should 'set out measures to prevent and address harassment,	Standard 8: Requires 'measures, including workplace policies and an appropriate mechanism, to effectively prevent and address any form of violence and harassment, bullying, intimidation, and exploitation, including any form of gender-based violence and harassment.	N/A	ESS1: Manage risks of Project-related GBV to... Project workers. Take measures to address any form of GBV and harassment, bullying, intimidation, and/or exploitation under the Project, and adopt specific measures to avoid or mitigate these risks, including

Topic Area	<u>Applicable Lenders' Standards²⁰</u>			
	World Bank Environmental and Social Framework (ESF) (2018)	EIB Environmental and Social Standards (2022)	ADB Safeguard Policy Statement (2009)	AIIB ESP and ESF (2022)
	intimidation and/or exploitation'. Where national law is inconsistent with these requirements, the Project must seek to carry out Project activities in a manner that is consistent with the requirements to the extent possible.	Standard 9: Identify, assess and manage risks to the health and safety of project-affected people and communities, (including to project-related gender-based violence risks including sexual harassment, exploitation and abuse) during the life cycle of the project.' Special note is made of the importance of safeguards in worker accommodation to manage risks of gender-based violence.		providing for confidential, culturally appropriate channels for reporting incidents and providing support to GBV survivors.
Community health and safety (inc. GBV)	ESS4: Measures to protect population from transmissible diseases to take into account 'higher sensitivity of vulnerable groups,' with a focus on risk arising from labor influx. Risks associated with security personnel to be assessed and all personnel to be screened for past abuses.	Standard 9: Identify, assess and manage risks to the health and safety of project-affected people and communities, (including to project-related gender-based violence risks including sexual harassment, exploitation and abuse) during the life cycle of the project.	N/A	ESS1: If... there are risks of retaliation against relevant Project stakeholders or gender-based violence (GBV) or other threats to the safety of Project-affected people under the Project, additional measures may be required to minimize such risks.... adopt specific measures to avoid or mitigate these risks, including providing for confidential, culturally appropriate channels for reporting incidents and providing support to GBV survivors.

Topic Area	<u>Applicable Lenders' Standards²⁰</u>			
	World Bank Environmental and Social Framework (ESF) (2018)	EIB Environmental and Social Standards (2022)	ADB Safeguard Policy Statement (2009)	AIIB ESP and ESF (2022)
Natural resources and ecosystem services	N/A	Standard 4: A gender-sensitive approach [to the ecosystem services assessment] should be taken, where feasible, acknowledging that men and women may place different values on ecosystems, and derive different benefits from them. The EIA/ESIA shall... examine any impacts on the ability of female and male beneficiaries to utilise [ecosystem] services.	N/A	ESS1: Understand that gender risks and impacts are 'closely linked with physical and biological conditions.' ESS1: Take gender into account regarding land ownership and customary rights to natural resources.
Climate change	N/A	Standard 5: the promotor shall consider gender aspects of the climate change (GHG and physical climate risk) assessment as appropriate.	N/A	N/A
Non-binary, gender non-conforming, and LGBT+ people	ESS1: Requirements that environmental and social assessment to take into account...social risks and impacts, including (i) threats to human security through the escalation of personal, communal or inter-state conflict, crime or violence; (ii) risks that project impacts fall disproportionately on individuals and groups who, because of their particular	Standard 2: The [community grievance] gender inclusive and responsive and address potential access barriers to... non-binary or gender non-conforming persons'.	N/A	N/A

Topic Area	<u>Applicable Lenders' Standards²⁰</u>			
	World Bank Environmental and Social Framework (ESF) (2018)	EIB Environmental and Social Standards (2022)	ADB Safeguard Policy Statement (2009)	AIIB ESP and ESF (2022)
	circumstances, may be disadvantaged or vulnerable; (iii) any prejudice or discrimination toward individuals or groups in providing access to development resources and project benefits, particularly in the case of those who may be disadvantaged or vulnerable; (iv) negative economic and social impacts relating to the involuntary taking of land or restrictions on land use; (v) risks or impacts associated with land and natural resource tenure and use , including (as relevant) potential project impacts on local land use patterns and tenurial arrangements, land access and availability, food security and land values, and any corresponding risks related to conflict or contestation over land and natural resources; (vi) impacts on the health, safety and well-being of workers and project-affected communities; and (vii) risks to cultural heritage.			
Monitoring and evaluation	N/A	Standard 1: The ESMP should include 'Procedures to... evaluate the effectiveness of the mitigation and/or	N/A	ESS1: ESMP to include gender related KPIs

Topic Area	<u>Applicable Lenders' Standards²⁰</u>			
	World Bank Environmental and Social Framework (ESF) (2018)	EIB Environmental and Social Standards (2022)	ADB Safeguard Policy Statement (2009)	AIIB ESP and ESF (2022)
		compensatory/ remedial measures, including appropriate qualitative and quantitative indicators disaggregated by sex. age and any other relevant socio-economic characteristics, wherever possible).		

17.5 PROJECT CONTEXT

- 17.5.1. This section highlights key workforce related aspects pertinent to this gender assessment. A detailed Project description can be found in **Volume 1, Chapter 3: Project Description** of this ESIA, and further details about the workforce is presented in **Volume 1, Chapter 7 Environmental and Social Baseline** and **Volume 2, Annex 7.1: Baseline Conditions Report**.

Project structure and stakeholders

- 17.5.2. Four institutions, directly under the Government of Tajikistan, are responsible for, or involved in, planning and implementation of the Project:
- Rogun Open Joint Stock Company (JSC) – oversees the implementation of the Project, including tendering, selection of contractors, and supervision of the Employer's Representative (the consortium of Tractebel and ELC Electroconsult S.p.A, hereafter referred to as Tractebel).
 - “Barki Tojik” Open Stock Holding Company (OSHC) - the national energy company of the Republic of Tajikistan, not directly involved in Project implementation but is responsible for managing contracts for assessment and detailed design studies.
 - Project Management Group for Energy Facilities Construction under the President of Republic of Tajikistan (PMG) - responsible for managing Project development during the feasibility and detailed design phase together with the coordination of all parties involved in the process.
 - State Enterprise, Directorate of Flooding Zone (DFZ) – responsible for resettlement planning and implementation of affected population; arranging new resettlement sites and constructing public infrastructure and facilities in new resettlement sites.
- 17.5.3. For further details of the Project structure and key stakeholders please see **Volume 1, Chapter 3: Project Description** of this ESIA.

Project workforce

- 17.5.4. Workforce statistics as of October 2024 show that there are approximately 17,198 workers engaged by 49 contractors working on the Project.
- 17.5.5. As of 2023, when a full Labor Audit was completed, an analysis of the workforce found that;
- Approximately 94 percent are Tajik and 6 percent expat (non-Tajik).
 - Approximately 95 percent are male, and 5 percent are female.
 - Approximately 82 percent are shift workers and 18 percent are technical workers. Approximately 82 percent are shift workers and 18 percent are technical workers.
- 17.5.6. It is expected that the workforce will generally reflect these proportions as the number of workers on the Project fluctuates throughout the construction period.
- 17.5.7. A common trend that can be observed across all the different contractors working in the construction activities of the Project is that women are present in a limited number for domestic types of work, such as cleaning, preparing food for workers and washing dishes. In addition to domestic types of work, there is also a small number of women nurses working on site and a few women who work in administrative roles within the HR Departments at the different contractor organizations.
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Table 17-3 – Breakdown of Rogun workers by job type, gender and expat status as of July 2023

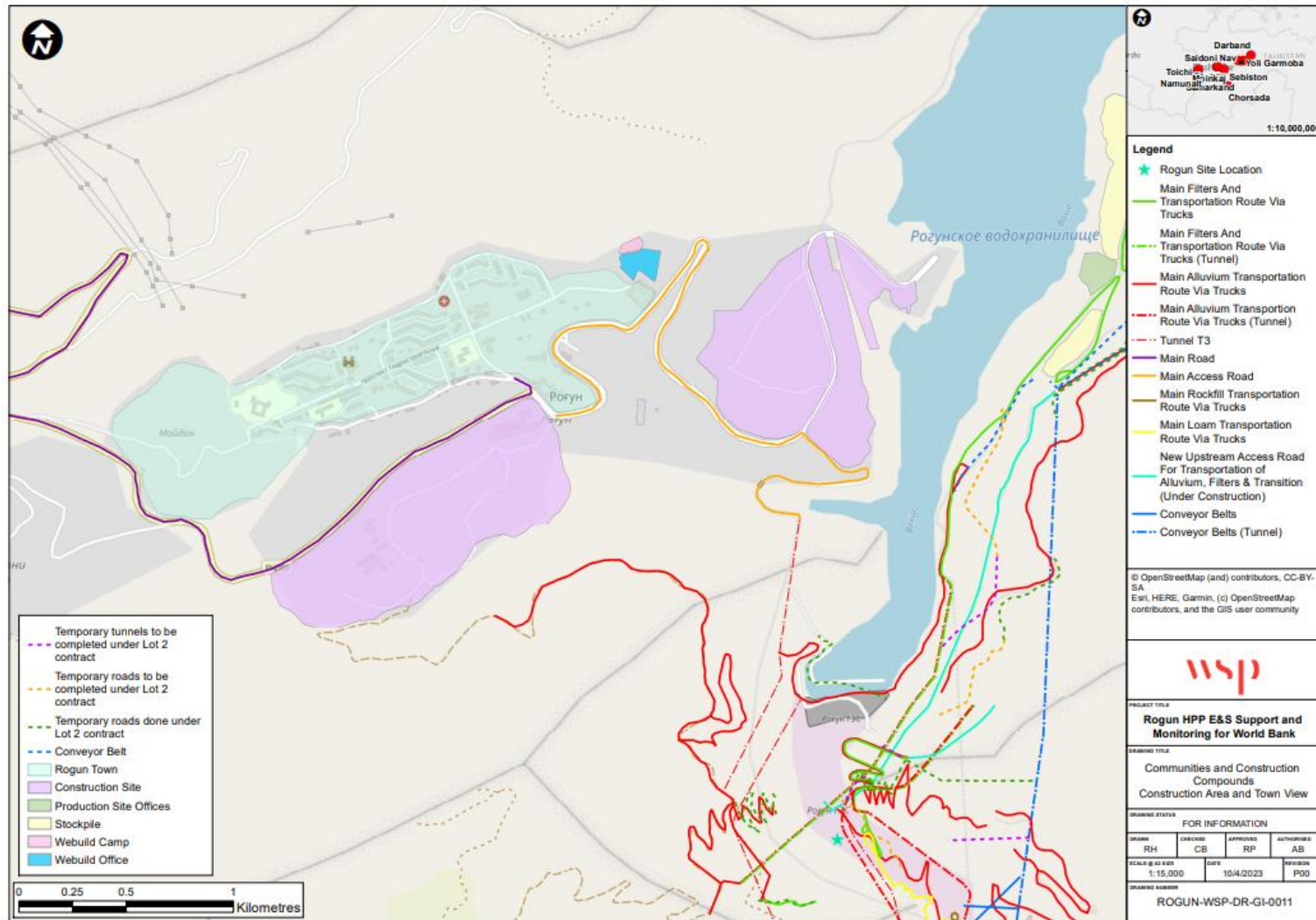
No.	Description	No. workers (total)	% workers (total)	No. women	% women in category
Number of technical engineering employees and workers by gender					
1.1	Technical engineering employees	2 683	18	156	6
1.2	Workers	12 052	82	590	5
Total:		14 735	100	746	-
Number of local and expat employees by gender					
2.1	Local	13 828	94	731	5
2.2	Expats	907	6	15	2
Total:		14 735	100	746	-

- 17.5.8. Approximately 17,000 people are currently (October 2024) engaged for construction activities with peak employment likely to reach 20,000 people during the late 2020s. Of current workers, approximately 2,800 are office workers, made up of administrative, manager and support workers (cleaners, canteens, shops) who work shifts from 8am to 5pm, approximately 14,000 workers work 12-hour shifts in construction, on a 15 day on/off schedule with some night shifts (depending on the work programme and individual contractors). Each shift includes 1-hour for lunch.

WORKFORCE ACCOMMODATION

- 17.5.9. The Labor Audit found that most (approximately 75-80 percent as of 2021) of the non-local workers are accommodated in dormitories and other quarters provided by employers. Most other workers reside in Rogun City (approximately two kilometers uphill from the main worker accommodation area) in company or self-arranged accommodations. The location of current construction camps and facilities relative to residential areas is shown in **Figure 17-2**.

Figure 17-2 - The location of construction camps and facilities relative to Rogun town



- 17.5.10. Most of the contractor accommodation is comprised of single male and female dormitories. Worker facilities were inspected as part of the Labor Audit (2023), where it was found that most international contractors provided exceptional facilities for international workers, including clean and well-designed apartments, hygienic canteens and kitchens, safe transportation (cars and buses). However, there were areas of non-compliance, including some toilets and sanitary facilities being unsanitary or out of use. Inequalities were noted between male and female facilities within some worker accommodation camps, including examples where single shower facilities are shared by men and women, and an example where women's toilet facilities lacked appropriate sanitary provisions. PMG and OJSC have since worked with Contractors to ensure women have adequate sanitary facilities.

WORKFORCE TRANSPORTATION

- 17.5.11. Most contractors have their own buses used to transport workers from designated pick-up locations and transport them from their onsite accommodation or Rogun town and take them to and from the construction site.
- 17.5.12. During the Labor Audit undertaken in 2023, workers – including female workers - were observed attempting to flag down passing vehicles to secure a lift from the construction site. Some contractors reported adding extra bus drop off points in response to worker grievances relating to transportation. Additionally, transport back to home districts following 15-day workers shifts is often promised but not provided. These issues with transportation leave female workers particularly vulnerable, and PMG has worked to ensure women are safely transported to the project site.

17.6 METHODOLOGY

- 17.6.1. The following section builds on the principles that have guided the overall ESIA Methodology (refer to **Volume 1, Chapter 5: Impact Assessment Methodology** of this ESIA). This Gender Assessment and Gender Action Plan has been undertaken according to the methodology described in this section.
- 17.6.2. A local gender specialist was engaged to support the delivery of this assessment, providing valuable local knowledge and on-the-ground intelligence regarding the experience of women within Tajikistan and Project affected communities, including GBV/SEA/SH risks and the management of these, the challenges and the opportunities in relation to gender equality and participation in Project opportunities. At a high level, the local gender specialist's scope of work included:
- Interpretation and elaboration of national legislation and policies;
 - Insights on lived experience and challenges of women in Tajikistan and rural areas; and
 - Support delivering the women's Focus Group Discussions including inputting to planning and the development of the questionnaire, advice and support to M Vector enumerators and in-person support delivering a number of the FGDs.

VALUED COMPONENTS

- 17.6.3. This Gender Assessment focuses on women and girls within Project affected communities.
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BASELINE DATA COLLECTION

Desktop Assessment of Country-specific Gender Related Reports and Data

- 17.6.4. A comprehensive desktop assessment of available reports and data relevant to the national, local and project-related socio-economic context and gender aspects including the following:

National legislation, strategies and policies; and

Country-specific gender reports and data such as those published by international lenders and institutions.

Review Project Policies, Procedures and Management Plans

- 17.6.5. A review of existing procedures, policies and management plans for the Project was undertaken along with a detailed gap analysis in relation to gender mainstreaming and inclusion of GBV/SEA/SH aspects. Previous Project-specific environmental and social assessments such as the Environmental and Social Impact Assessment (2014) were also reviewed.

Household Survey

- 17.6.6. A household survey was undertaken in August 2023 by local Tajikistan market research firm M-Vector to inform the updated social and environmental studies. The socio-economic household survey was carried out using a semi-structured questionnaire, targeting Project affected communities including those within the Project area and those within resettled communities. The affected communities were briefed beforehand by DFZ and the local authorities to ensure that they understand the purpose of the survey and the importance of giving honest answers.
- 17.6.7. The household survey collected sex-disaggregated data from 900 households across the districts of Rogun, Nurobod and Faizobod (those impacted by resettlement) and contributes to an understanding of the local demographics, lives and livelihoods of Project affected persons and communities.

Focus Group Discussions

- 17.6.8. In June and August 2023, 18 women-only focus group discussions were held within the resettled, to-be-resettled and host communities. The focus groups were delivered by the women facilitators of the local research company M-Vector, with some of the women-only focus groups supported by the local gender specialist engaged by WSP.
- 17.6.9. The women-only focus group discussions were held within those within relocation zones and resettled communities. A range of participants were targeted as far as possible including:
- Women of different ages;
 - Women with a disability / functional difficulty;
 - Women head of households / de-facto head of households;
 - Women with differing care responsibilities;
 - Women in employment / seeking employment and women not in employment;
 - Localities – women based in different localities / for different lengths of time; and
 - Women based within host communities.
- 17.6.10. Women were asked about:
-

- Their awareness of the project;
- Their daily lives, routines and responsibilities including their roles within their households, roles within their communities, employment (formal and informal), use of resources, care responsibilities, dependents;
- What impacts or opportunities they believe resettlement may offer / has offered;
- How the Project has impacted them, including any safety concerns;
- Their participation in decision-making;
- Their control over assets;
- Their awareness of grievance mechanisms / where to turn if they have concerns.

17.6.11. Table 17-4 below lists the women's focus group discussions undertaken. There were an average of eight women participating in each focus group and a total of 18 women's focus group discussions completed.

Table 17-4 - List of Women-only Focus Group Discussions

District	Jamoat / Village	Host Communities	Resettled Communities	To be Resettled Communities
Rogun	Sicharogh jamoat	1		
	Saidoni Nav	1	1	
	Yoli Garmoba	1	1	
	Lughuri Poyon			1
Nurobod	Makhallai No. 5	1	1	
	Makhallai No. 7	1	1	
	Roghuni poyon			1
	Hakimi			1
	Mehrobod			1
Faizobod	Buston	1		
Rasht	Navobod town			1
	N. Makhsum			1
	B. Rahimzoda			1
	Qal'ai Surkh			1

Key Informant Interviews and Meetings

17.6.12. During March 2023 a number of interviews and meetings were held with women NGOs, UN Women and Tajikistan's Committee of Women and Family Affairs (COWFA) to ask about their roles and

activities within the region as well as women working on the the Project to ask about their experiences and working conditions. In July 2023, representatives from service providers based within the impacted districts to better understand their roles and responsibilities and how they supported women including survivors of GBV. A list of interviewees is provided below.

- NGO “Gender Development”
- Local gender specialist – Viloyat Mirzoeva
- NGO “Madina”
- UN Women
- Committee of Women and Family Affairs (CWFA)
- Woman nurse employed at the Project on-site medical center
- Women workers at Vakhsh Sokhtmon accommodation
- Women workers at TGEM accommodation
- Women workers at Rogun JSC accommodation
- Department of Women and Family Affairs (DWFA) (Rogun and Nurobod districts)
- Department of Labor and Employment of Population (DLEP) (Rogun and Nurobod districts)
- Police department (Rogun)
- NGO “Zanoni Komyob”
- NGO “Nihol”

Constraints

- 17.6.13. Limited data is available including sex-disaggregated local socio-economic data to provide insights into the experience and lives of women at the local district level and within the Project affected communities.
- 17.6.14. The engagement of a local gender specialist and delivery of primary research methods within the Project affected communities, including the women-only focus group discussions and gathering of sex disaggregated data through the household survey, are designed to gather valuable insights in the absence of existing data.

IMPACT ASSESSMENT METHODOLOGY

- 17.6.15. The key steps of the methodology adopted for the gender assessment include:
- Description of the existing gender aspects of the social environment at the national and local level based on qualitative and quantitative data sources.
 - Undertake gender-focused surveying and engagement activities (including key informant interviews and women-only focus group discussions).
 - Review the outcomes of the engagement along with the desktop research to determine key gender-related social impacts, issues and opportunities that should be considered in the assessment.
-

- Reviewing relevant technical assessments (for example Labor Audit Report) to identify gender implications of social and socio-economic impacts identified.
- Assess the level or significance of gender-related impacts considering the Applicable Standards and professional judgement. The magnitude of impacts is determined by considering the size of the affect population, duration, reversibility, and geographic extent of an impact, as per the Socio-Economic Magnitude Criteria described in **Volume 1, Chapter 17: Socio-economics** of this ESIA.
- Determine mitigation and management strategies which specifically relate to each impact. Management strategies are based on the mitigation hierarchy of avoiding, minimising, mitigating, and offsetting impacts and maximizing potential benefits.
- The assessment methodology aligns with international standards including The World Bank ESS1 which calls for a risk-based, outcomes-focused tailored, and proportionate approach to Project risks and impacts.
- Development of a Gender Action Plan that identifies actions to manage GBV/SEA/SH risks and impacts and enhance social and economic opportunities for women.

17.7 BASELINE

- 17.7.1. This section describes key national laws, policies and strategies, and socio-economic conditions as they relate to gender equality in Tajikistan and the local project-affected districts.

NATIONAL LEGISLATION

- 17.7.2. Legislation of Tajikistan is fairly gender progressive, but there is still significant gap between the laws and their implementation and enforcement. Since the 90s, after gaining independence, the Government of Tajikistan (GoT) started taking measures to promote gender equality and increase women's representation in all spheres of society. The first step toward it was ratifying the "Convention on the Elimination of All Forms of Discrimination against Women" (CEDAW) in 1993 despite the ongoing civil war in the country. Henceforth, numerous laws, national programs and strategies for improving the status of women in society were adopted.
- 17.7.3. The Committee of Women and Family Affairs (CWFA) is a central executive body that was established to overview and implement the state policy to protect the rights and interests of women and the family and oversee and coordinate gender programs and activities run by international and local non-governmental organizations (NGOs).
- 17.7.4. **Table 17-5** below provides an overview of the key requirements under national legislation relating to gender aspects in Tajikistan. This provides an understanding of the legislative framework that the Project is operating in with regards to gender and context around the rights of women and laws that govern their protection, rights and equal access to opportunities.

Table 17-5 - Summary of Relevant National Legislation

Key aspect/s	National Law / Article/s	Content
Gender equality & equal rights	The Constitutions of the Republic of Tajikistan	Adopted by the Government of Tajikistan in 1994. Article 17 states that: All are equal before the law and the courts. The state guarantees the rights and freedoms of every person regardless of nationality, race, sex, language, religious beliefs, political persuasion,

Key aspect/s	National Law / Article/s	Content
Marriage & polygamy		social status, knowledge, and property. Men and women have the same rights. According to the Article 33, men and women of marriageable age (18 y.o.) have rights to freely create family. Both spouses have equal rights within the family end during the divorce. The Constitution prohibits polygamy. Articles 34 and 35 of the Constitution state that mother and child are under special protection and patronage of the state; women and men have equal right to work and equal pay for equal work except heavy and underground work or work with harmful conditions where the employment of women and children is prohibited as per the Labor Code which lists 326 professions considered heavy and harmful for women. The Constitution guarantees women the right to the inviolability of home (Article 22), right to free movement (Article 24), right to participate in political life and government (Article 27), right to property and inheritance (Article 32), the right to housing (Article 36), the right to health (Article 38), the right to social protection (Article 39), and the right to education (Article 41).
Domestic violence Gender Referral Pathway	National Law on the Prevention of Violence in the Family	Adopted in 2013, the Law governs the prevention of domestic violence (DV) and determines tasks of the agencies responsible for prevention of violence in the family including measures for identification, prevention and elimination of conditions that promote violence. The Law lists the state agencies responsible for its implementation, which includes the national and local bodies of the Ministry of Education, Ministry of Health, Ministry of Labor and Social Protection, Ministry of Internal Affairs, local administrations, Committee on Women and Family Affairs, and victim support centers. The main purposes of the Law are (i) providing legal protection to the family; (ii) legal regulation of relations related to the prevention of DV; (iii) supporting and promoting the state policy on prevention of DV; (iv) identifying, preventing and eliminating the causes and conditions leading to DV. Article 6 describes the rights of the victim which include receiving medical, psychological, social and legal support as well as having access to victims' support centers, medical institutions and rehabilitation services. The law mentions procedures for registering complaints/appeals to law enforcement agencies, referral to support and rehabilitation centers for victims, administrative detention of perpetrators, child custody and protection orders. The law reviews physical, psychological, sexual and economic violence in the framework of family only and prescribes administrative responsibility for DV and as per Code of Administrative Offences (Article 931), actions which violate the Law but not classified as crimes under the Criminal Code, should be punished by fines. If perpetrator violates the restraining order, he/she can be fined or get administrative detention from 5 to 15 days.
Discrimination Gender equality	Equality and Elimination of all Forms of Discrimination Act 2022	This Law was developed as part of the National Action Plan for the implementation of recommendations of the member states of the UN Human Rights Council - one of the recommendations was about developing a separate law on prevention and elimination of discrimination.

Key aspect/s	National Law / Article/s	Content
Sexual harassment and non-physical harassment in the workplace		The Law determines the organizational and legal basis of implementation of the equal rights and opportunities for all persons in the Republic of Tajikistan and installs system of law for the prevention and effective protection against all forms of discrimination. The law cites that: All citizens of Tajikistan have the right to equality and effective protection against discrimination in all its forms; and Positive measures may be taken to assist disadvantaged groups to gain equality, although this must not take the form of granting special rights to certain groups. The Law provides a clear definition of the term's "discrimination" (Article 1), "direct and indirect discrimination" (Article 5), "prosecution", "sexual harassment and non-physical harassment in the workplace" (Article 6). However, the terms "sexual orientation" or "gender identity" are not mentioned which means that sexual minorities are yet not recognized by the government and don't claim for legal protection. The Commissioner for Human Rights is responsible for implementation of the Law.
Gender discrimination & equal opportunities Safe working conditions for both men and women Women's rights in the workplace Equal access to resources	State Guarantees of Equality of Men and Women and Equal Opportunities for their Implementation 2005	This law affirms state guarantee of gender equality and forbids discrimination between men and women, with the exception of measures pertaining to healthcare, pregnancy, birth, and positive measures to promote equality. According to this Law, the employer shall provide: Equal opportunities for men and women at the time of entering an employment contract; Equal access of men and women to vacant positions (posts); Equal salary (remuneration) for men and women when both do the same work or work of equal value; Equal opportunities for advance training, retraining and promotion; and Safe working conditions, preserving of lives and health of both men and women. Article 3 forbids gender-based discrimination, but doesn't consider other types of discrimination that both men and women may face, i.e. discrimination based on race, religion, disability, age, etc. The Law obliges the state to carry out gender education of civil servants, promotion of equal opportunities for women and men, develop social programs aimed at eliminating discrimination (Article 4); guarantees equal participation of women and men in executive, legislative, judicial branches of government (Article 5). However, the Law doesn't provide for a remedy if these guarantees are not met by the state. Article 7 particularly mentions family responsibilities of workers of both sexes in performance of their duties. To this end, it is provided that during recruitment, career promotion, vocational education and establishment of working schedules, dismissal of workers including civil servants, legal guarantees and rights of workers of both sexes with family responsibilities have to be taken into account. It is the responsibility of employers to establish a system of refreshment courses for workers of both sexes, particularly those who took leave related to birth and upbringing of children.

Key aspect/s	National Law / Article/s	Content
		Article 12 of the Law states that national and local authorities are obliged to provide men and women with access to economic resources, including movable and immovable property, land, financial assets, and loans and ensure the rights for entrepreneurial and other activities not prohibited by the legislation. The article 13 of the Law prohibits discrimination in employment based on gender and mandates equal opportunities in the labor contracts, equal access to positions and remuneration for work of equal value. At the same time, Article 3 states that if the work is considered hazardous for women' and men' health or during the women's pregnancy, the access to some kind of work may be constrained. This matter is brought up in Article 216 of Labor Code, but it restricts only women's engagement in work considered heavy, underground or hazardous.
Marriage and divorce Equal rights Women's rights to property and control over assets	Family Code of the Republic of Tajikistan	This law was adopted in 1998 and its provisions include: Only marriage concluded in state civil registration bodies shall be legally recognized; A woman can access employment, choose where to live, travel outside of her home, travel outside of her country, be 'head of household', sign a contract or open a bank account in the same way as a man; Women and men have equal ownership rights to immovable property and equal administrative authority over assets during marriage; and A woman can obtain a judgment of divorce in the same way as a man and has the same rights to remarry as a man. The Family Code states that both spouses have equal rights in the family; intra-family issues should be resolved by mutual agreement; education of children, care for their well-being and development, including protection of the rights and interests of minors and disabled family members should be the priority of family. Property acquired by spouses during marriage, including movable and immovable property, is their joint property. The right to joint property also belongs to the spouse, who during the marriage period was engaged in housekeeping, childcare or for other valid reasons did not have an independent income. The marriage age in the initial Family Code was 17, but because of marriage becoming customary among 15- and 16-years old girls, the Family Code was amended in 2010 and the legal marriage age was raised to 18 (for both women and men), in line with CEDAW. However, even though marriage of a minor is criminalized under Article 168 of the Criminal Code, child forced marriage is still widely practiced, especially in rural areas posing threats to the well-being of young girls. There are also provisions under the Family Code for the courts to reduce the age of marriage by one year under in "exceptional circumstances".
Inheritance and women's rights to property and assets Common and joint property	Civil Code of the Republic of Tajikistan	Adopted in 2005, this law provides sons and daughters with equal rights to inherit assets from their parents. Female and male surviving spouses have equal rights to inherit assets. Inheritance law applies to dekhkan farms (Article 1141). According to article 304 of the Civil Code, property acquired by spouses during marriage is their joint property, unless the law or the contract between them does not establish a different mode of this property.

Key aspect/s	National Law / Article/s	Content
Workplace discrimination Conditions for women's employment Maternity leave Childcare leave Prohibition of women employment in specific sectors	Labor Code of the Republic of Tajikistan of July 23, 2016, No.1329	The Labor Code prohibits discrimination in employment based on gender. Provisions in the Labor Code include: Provisions for 140 days paid maternity leave; Government administered maternity leave; and Prohibits dismissal of pregnant workers. The Labor Code includes the principle of equality of rights and opportunities for all employees (Article 4) and prohibits forced labor (Article 8). Article 159 of the Labor Code prohibits the refusal to employ pregnant women and women with children or to decrease their salaries on the grounds of their pregnancy and responsibilities related to their children. Article 164 provides that women shall be granted a maternity leave of 70 calendar days before delivery and 70 calendar days after delivery. In the case of difficult delivery, the duration can be extended up to 86 days and in giving birth to two or more children, it can be extended up to 110 calendar days. Women can use their maternity leave at their discretion, i.e. either before or after actual delivery. In addition to maternity leave, women are entitled to receive maternity benefit that is equivalent to 100% of the average worker's wage (wage of recipient of benefit) for the whole period of maternity leave regardless of division of leave to pre- and post-natal periods (Article 13). Furthermore, according to Article 173 of the Labor Code, all guarantees and benefits afforded to women with regards to their maternity (night time work and overtime, etc.) are applicable to fathers engaged in the upbringing of their children in the absence of the children's mother (in cases of death, deprivation of rights, prolonged presence in medical institutions and other situations of lack of maternal care). Article 165 foresees several modalities of childcare leave. Upon termination of maternity leave, women are free to choose childcare leave until the child reaches the age of 1.5 years old, the payment is covered by the State social insurance or, alternatively, women may have additional child care leave until their children reach the age of 3 years. In this case, payment of salary or benefit is not provided. The terms of the legal provision are applicable to fathers, grandparents and other relatives who de facto take care of the child. The job is preserved for the duration of the childcare leave. In addition, the leave shall be included into the working records/experience. The Labor Code envisages similar terms of maternity leave and childcare leave for persons who have adopted a child or are exercising custody over a child or children (Article 166). Article 216 prohibits women's employment in specific sectors and professions which are considered difficult or dangerous for women and may cause harm for them and their reproductive health. There is an extensive list of professions (326 professions) approved by the governmental decree that prohibits women to work in construction, mining, geological exploration and topography, railway transport and subways, even agriculture.

Key aspect/s	National Law / Article/s	Content
		See Appendix A for a list of banned professions of particular note for Project.
Registration of a business Land ownership and rights	Law on State Registration of Legal Entities, ARTS. 10-11	Under this law a woman can register a business in the same way as a man. The Law does not require joint registration of jointly held entities. If land is contested, those whose names are not registered are required to go to court to prove ownership.

NATIONAL POLICY CONTEXT

- 17.7.5. The Committee for Women's and Family Affairs (Women's Committee) is the primary institution responsible for gender policy in Tajikistan. Established in June 1991 by a Decision of the Government of Tajikistan, the Women's Committee's mandate focuses on measures to prevent violence against women and the provision of assistance to survivors of violence. Its responsibilities range from developing state policy on sexual equality and the prevention of violence, delivering training, conducting research, promoting women's rights in the media and monitoring violence against women²¹. The Women's Committee operates a network of regional information, consultation and crisis centres throughout the country. However, the committee has limited resources and capacity to carry out its mandate and relies on international donor agencies²².
- 17.7.6. **Table 17-6** below describes key national strategies focused on addressing gender equality and gender aspects in Tajikistan.

Table 17-6 - Summary of Key National Policies and Strategies

Policy or Strategy	Content
National Strategy for the Activation of the Role of Women in the Republic of Tajikistan for 2021 - 2030	The National Strategy for the Activation of the Role of Women in the Republic of Tajikistan for 2021-2030 is a nationwide policy document approved by the Government aimed at raising the status of women in society, including the activation of their role, the need to ensure gender equality and the implementation of gender policy. The Strategy defines the key directions of the state policy to enhance the role of women through implementation of the principle of equality of rights and freedoms of men and women, creating equal opportunities for its implementation by women, ensuring equal representation of men and women in various fields of activity, preventing and eradicating violence against women.

²¹ UN Women (2011), Global Database on Violence against Women, <https://evaw-global-database.unwomen.org/en/countries/asia/tajikistan/1991/committee-on-women-and-the-family#:~:text=The%20Committee%20on%20Women%20and,deputy%20chairs%2C%20and%20expert%20advisors>

²² Asian Development Bank (2016), Tajikistan Country Gender Assessment, <https://www.adb.org/sites/default/files/institutional-document/185615/tajikistan-cga.pdf>

Policy or Strategy	Content
	The main goal of the Strategy is to create the necessary prerequisites and conditions for the full manifestation of the potential of women in all spheres of social and economic life, the implementation of the state gender policy, mechanisms for the implementation of constitutional guarantees of equality between men and women, the prevention and eradication of domestic violence, the development of women's entrepreneurship, education of women, ensuring their broad participation in public life and, thereby, ensuring the sustainable development of the state. The Strategy addresses the following problems: - unequal participation of men and women in the civil service, especially at the level of holding positions with decision-making powers; - insufficient representation of women in the branches of government, their low representation in leadership positions in organizations with different forms of ownership; - existing old stereotypes about the role of women and regarding equality of women and men; - limited effective means of promoting women at the decision-making level; - lack of strategies and programs to promote women in government in the activities of political parties; - the imperfect activity of women's public organizations, the fragmentation of the efforts of women's organizations aimed at protecting women's interests; - the presence of superstitions and social prejudices that prevent promotion and activation of the role of women; - insufficient protection of the rights and legitimate interests of women for achieving gender equality; - improper execution and implementation of legislative acts, concerning the family, women and children; - lack of political experience of women; and - creating conditions for the realization of women's economic rights and opportunities, ensuring their equal participation in society, ensuring gender equality in the field of employment, increasing the competitiveness of women in the labor market is one of the main goals of the Strategy. In addition, in 2021 GoT issued a new Order (No. 5) initiating additional Presidential grants for 2021-2025 to support the development women-owned businesses and female entrepreneurship.
National Strategy for Enhancing the Role of Women for 2011 - 2020	This strategy, now concluded, was superseded by the one above. The main purpose of this strategy was creating favorable conditions for women's participation in education, labor market, entrepreneurship, and politics. One of the main achievements attained during this period is the adoption of the Law "On prevention of violence in the family". With the support of the donors' community, numerous survivors and crisis centers, awareness raising campaigns and Technical and Vocational Education and Training (TVETs) were created in the country. Women and youth received financial and technical support from various sources to establish businesses and create additional job places for other women. Many financial institutions launched women-oriented programs providing financial training and special loans programs for women.
National Development Strategy for the	Approved in 2016, this strategy focused on the long-term development of the country including the implementation of the UN Sustainable Development Goals. The four main strategic goals of the NDS-2030 are as follows:

Policy or Strategy	Content
Period up to 2030 (NDS-2030)	Ensuring energy security and efficient use of electricity; Exit from communication deadlock and turn country into a transit country; Ensure food security and people's access to good quality nutrition; and Expand productive employment. The NDS-2030 promotes gender equality and the preventions of all forms all violence against women and girls through improving relevant policies. The main actions to be undertaken during this period include: Improving the legislation for implementing the state guarantee for creating equal opportunities for men and women; Developing institutional mechanisms for introducing the national and international commitments on gender equality and women's empowerment into all sectoral policies; Improving the legislation for ensuring legal literacy and social inclusion of women, including rural women; Increasing gender potential and gender sensitivity of government employees; and Considering gender budgeting during the budgeting process. The NDS-2030 proposes the following actions for the prevention of all forms of violence against women and girls: Developing legislative and regulatory frameworks for prevention of violence against women and provision of support to the victims of violence; Creating institutions for coordinating and expanding the role of governmental structures in prevention of violence against women and provision of support to the victims of violence; Expanding the range of actions to ensure access to quality services for the victims of violence; and Improving gender-disaggregated statistics and creating a consolidated database for collection of information on all types of violence. To gradually implement all these actions, the GoT approved the National Strategy for the Activation of the Role of Women in the Republic of Tajikistan for 2021-2030.

NATIONAL GENDER REFERRAL PATHWAY

- 17.7.7. The Law on Prevention of Violence in the Family recognizes the rights of victims to legal, medical, and psychosocial assistance and individual remedies, including registering a case of violence and obtaining protection orders. It prescribes the roles and responsibilities of the key service providers both at national and local levels in prevention or addressing of DV cases, as described in Table 17-7 below.
- 17.7.8. However, awareness of these mechanisms is low and several factors (the need for the victim to prove the fact of the violence, a lack of free legal aid, weak responses from law enforcement, a lack

of provisions protecting survivors from contact with the perpetrator) make it challenging for female survivors of GBV to bring their perpetrators to justice²³.

17.7.9. Shelters and crisis centers are supported by donors leaving services at risk when funding ceases.

17.7.10. However, compared to previous years, the availability and provision of GBV services for survivors is reportedly gradually improving in Tajikistan²⁴. Multi-Disciplinary Working Groups (MDWGs) chaired by CWFA and comprising the actors described in Table 17-7 below have been established to work toward the prevention of domestic violence through the delivery of informational campaigns, meetings with communities, consolidating all efforts to support DV survivors, collecting and analyzing the data on DV and adapting further interventions accordingly as described below. The capabilities of these entities has been supported by GBV focused projects (such as GOPA/PDV (German-based NGO GOPA that implemented a Prevention of Domestic Violence project) in the past and currently UN Women, Organization for Security and Co-operation in Europe (OSCE), and the EU-funded Spotlight Initiative) that have provided numerous trainings about the effective support of survivors; developed and published instructions for each of the agencies on how to react to and address DV cases and what to do if a DV survivor approaches them and organized study tours for them to learn about best practices from other countries.

Table 17-7 - Key National GBV Service Providers and Roles and Responsibilities

Key Service Provider	Role / Responsibility
National Government of the Republic of Tajikistan	Responsibilities: • ensure state policy on prevention of domestic violence; • approval of state programs for prevention of domestic violence; • coordinate the activities of entities preventing domestic violence; and • approval of regulations and charters of support centers.
Local Governments	Responsibilities: • ensure the implementation of state programs for the prevention of domestic violence; • develop, approve and implement local programs for prevention of domestic violence and cooperation with other entities responsible for prevention of domestic violence; • take measures for prevention of domestic violence; and • establish institutions that will provide social and legal protection for citizens from domestic violence.

²³ Human Rights Watch (2019), 'Violence with Every Step', <https://www.hrw.org/report/2019/09/19/violence-every-step/weak-state-response-domestic-violence-tajikistan>

²⁴ Based on findings from Key Informant Interviews as outlined in this report.

Key Service Provider	Role / Responsibility
Committee of Women's Affairs (CoWFA)	Responsibilities: • participate in the development and implementation of programs for prevention of DV and cooperate with other entities responsible for prevention of DV; • analyze the causes of DV; • support the local government to develop measures for DV prevention; • conduct explanatory works and awareness-raising campaigns on prevention of DV; and • coordinate national GBV response / Multi-disciplinary Working Groups.
Commission for protection of child rights	Responsibilities: • participate in development and implementation of programs for prevention of domestic violence and cooperate with other entities responsible for the prevention of domestic violence; • support the local government on adoption of measures for prevention of domestic violence among juveniles; • deliver necessary measures for protection of juvenile victims and their rehabilitation in cooperation with other entities responsible for prevention of domestic violence; • represent the legitimate interests of juveniles exposed to domestic violence in preliminary investigations and courts; consider placing children, who systematically face domestic violence, in orphanages; and • submit information to the internal affairs departments for taking appropriate measures against persons who have committed violence against a minor family member, or who threaten to commit such act.
Internal Affairs Agencies	Responsibilities: • participate in development and implementation of programs on prevention of domestic violence; cooperate with other entities that are responsible for prevention of domestic violence; • accept, review the appeals and other information about violence or threat of violence in the family as it is prescribed by the legislation of the Republic of Tajikistan; • identify the causes of committing domestic violence; • register the person who has committed domestic violence, and carry out explanatory and preventive measures; • explain to victims their rights and refer them for a medical examination, if necessary; • referral of victim, on the basis of their written consent, to support centers or medical and social rehabilitation centers for victims; • issue protection order to the person who committed domestic violence; • prepare materials, initiating administrative offenses cases or criminal cases against the person who committed domestic violence as it is prescribed by the legislation of the Republic of Tajikistan;

Key Service Provider	Role / Responsibility
	• register families with systematic domestic violence and implement preventive measures to reconcile and strengthen the family; • maintain statistics of DV cases; and • organize special trainings on the prevention of domestic violence for employees of internal affairs bodies. Operates two hotlines that can be utilised by survivors of GBV - 19 19 – Support service and 221 21 21- Helpline.
Education Sector Agencies	Responsibilities: • participate in development and implementation of programs on prevention of domestic violence; cooperate with other entities that are responsible for prevention of domestic violence; • cooperate with parents and other legal representatives of minors on children's education and upbringing matters; • identify and inform relevant state authorities about the DV cases that children and students face; and • conduct explanatory and informational works on prevention of violence in the family.
Health Sector Agencies	Responsibilities: • participate in development and implementation of programs for prevention of domestic violence and cooperate with other entities responsible for prevention of domestic violence; • develop instructional guidelines on provision of primary medical and psychological aid to victims of DV and enforce their practical implementation in medical facilities; • provide primary medical, psychological, psychic, narcological and treatment-and-prophylactic assistance to the victim and perpetrator of domestic violence; and • inform the internal affairs bodies about the DV victim and medical assistance provided to him/her. Emergency assistance can be obtained by dialing 103 – Ambulance (if dialing from mobile phones. For landline phones – 03)
Social Protection Agencies	Responsibilities: • participate in development and implementation of programs for prevention of domestic violence and cooperating with other entities responsible for prevention of domestic violence; • explain to DV victim his/her social rights and providing him/her with social assistance; and • in cooperation with the state employment agencies, take measures for employment of the victim and perpetrator.

Key Service Provider	Role / Responsibility
Self-government bodies of settlements and villages	Responsibilities: • coordinate the activities of entities responsible for prevention of domestic violence which are located locally (in settlements and villages); and • participate in development and implementation of local programs to prevent domestic violence and take necessary measures to prevent and eliminate its consequences. • Carry out explanatory and outreach work on prevention of DV and take measures to strengthen the family. • Ensure enterprises, institutions and other organizations, regardless of their organizational and legal forms, take necessary measures to prevent domestic violence and eliminate its consequences, and can provide assistance to victims who are their employees or members in restoring their health.
Support Centers (legal entities for prevention and social and legal protection from domestic violence)	Responsibilities: • participate in development and implementation of programs for prevention of domestic violence and cooperating with other entities responsible for prevention of domestic violence; • receive DV victims; • provide necessary free medical, psychological, legal and social support to victims; • provide temporary stay for the victims; • inform the internal affairs bodies about the revealed facts and threats of violence or the facts of committing such violence with the consent of the victims; • analyze the causes of domestic violence; • take measures to raise the level of awareness among population on prevention of domestic violence; • provide information on DV cases at the request of other entities responsible for prevention of domestic violence; and • perform other tasks stipulated by the regulation or charter of the support center.
Medical and social rehabilitation centers/departments for victims	Created by the local authorities in cooperation with health authorities in city or district hospitals/clinics and are not a legal entity. Responsibilities: • provide primary health care, social, psychological and other types of support; • refer the victim for appropriate treatment, if necessary; • provide information to the relevant law enforcement agencies about the violence committed with the consent of the victim, if necessary; and • provide information on cases of domestic violence at the request of other entities working on prevention of domestic violence.

- 17.7.11. The official coordination of responses to GBV are coordinated by CWFA and its subordinate departments at local levels.
- 17.7.12. At a national level, there is a referral mechanism for survivors of DV comprising the following steps:
- Police: In majority of districts, police have a dedicated officer specialized in handling domestic violence cases.
 - Ambulance: Women can call 103 for ambulance services (if dialing from mobile phones. For landline phones – 03). At the hospitals across the country there are medical and rehabilitation rooms where GBV survivors can get medical and psychological support and stay until their physical condition is restored.
 - CWFA regional and district representatives: Women can approach CWFA and its subordinate bodies at regional and district levels regarding DV, where they can seek an initial consultation and advice on further actions.
 - CWFA hotline: The CWFA has a hotline number 13-13 with specialists who provide counselling and legal support to the survivors as well as informing them about other existing opportunities they could use for own protection and assisting them in benefitting the services.
 - Crisis centers: There are a 14 crisis centers for the survivors of DV throughout the country supported by NGOs and providing legal and psychological aid. One of them “Rohnamo” is based in Lakhsh and three in Dushanbe:
 - ▶ Women’s Self-Awareness Centre
 - ▶ League of Women Lawyers
 - ▶ Center for Social and Legal Support of Women and Teenagers of Tajikistan “Femida”
 - Women’s shelters: There are five shelters functioning across the country²⁵:
 - ▶ Two shelters of “Korvoni Umed” in Dushanbe. Women who stay at the premises of Korvoni Umed get the opportunity to take vocational courses, such as in sewing or culinary, to help find employment after the completion. To ensure sustainability of the shelter and support to the survivors, Korvoni Umed established a social café “Chatr” where the women can work.
 - ▶ One shelter under the Ministry of Health and Social Protection
 - ▶ Shelter “Gulrukhsor” in Sughd region
 - ▶ Shelter “Ghamkhori” in Khatlon region
- 17.7.13. Women can also reach out to the Ministry of Justice for legal counselling and information via its hotline 30 30.

²⁵ Based on information provided during a meeting with Korvoni Umed (2023)

LOCAL GENDER REFERRAL PATHWAYS

- 17.7.14. In rural areas, women will often first turn to community-based services provided by village heads and Women's Councils to report complaints of GBV. Women's Councils exist in the villages and generally comprise three women-leaders who support others with various issues, including playing an important role in supporting and referring GBV survivors. If the issue cannot be resolved, it will be escalated to jamoats and local governmental working groups (comprising DWFA and other local government agencies such as the Ministry of Health and Social Protection (together with doctors), the Ministry of Education and Science, Civil Registration Office, Police of Tajikistan, Committee on Religion, Regulation of Traditions, Celebrations, and Ceremonies (CRA) and jamoats).
- 17.7.15. There is strong cooperation between the village's head / Women's Council and Jamoat / DWFA / police and hospitals. Reportedly, women in Project affected districts often approach DWFA with complaints of DV. However, given the more remote location of some villages within the Project affected districts, not all women can reach a DWFA office to seek support. In view of this, DWFA works closely with jamoats and where DV issues are raised the local governmental working group becomes involved²⁶.
- 17.7.16. The local police department reports that few women turn directly to the police in the first instance, but rather will reach out to the police when other options haven't succeeded²⁷. More often, it is the hospital or DWFA that will contact the police as they refer survivors as appropriate. Police inspectors specialized in prevention of GBV issues are not located in Rogun or Nurobod, however local police officers often participate in training on GBV prevention where they learn how to respond to DV cases and communicate with DV survivors. To promote the implementation of the Law "On the Prevention of Domestic Violence", the OSCE Office in Tajikistan has assisted the Ministry of Internal Affairs in recruiting and training police officers, most of whom are women, specializing in the prevention of domestic violence. In the Project area, a police inspector on prevention of DV is available in Rasht district only.
- 17.7.17. No current GBV projects are operating within the Project area, although the UN's EU Spotlight Initiative, which aims to eliminate violence against women and girls, has been implemented in other districts close to Dushanbe.
- 17.7.18. Table 17-8 below presents the support services available for GBV/SEA/SH survivors in the Project affected districts of Rogun, Nurobod and Rasht and beyond. Recommendations have been included in response to the identified gaps and constraints in the services provided and indicate areas where the Project can consider actions to support the management of GBV/SEA/SH risks and impacts and facilitate positive gender-related outcomes within Project affected communities. Note that these are recommendations only and should be further explored with local partners and stakeholders to determine the most effective options to address gaps. The recommendations are provided here for

²⁶ Key Informant Interviews conducted with DWFA in Rogun and Nurobod (2023)

²⁷ Key Informant Interviews with Head of Duty Unit, Police, Rogun and Head of the Department of Internal Affairs, Police, Nurobod (2023)

consideration and further exploration by the Rogun JSC Gender Focal Point, DFZ's Gender Specialist and DLEOs.

Table 17-8 – Assessment of GBV/SEA/SH survivor services available in Project affected areas

Key Facilities for GBV/SEA/SH	Services Provided	Gaps in Services	Recommendations
Mahalla (Village) Committee (consists of Head of Mahalla and Women's council)	Present in all districts – serve as a focal point for the village. Conducting explanatory works with conflicting parties Taking the family under supervision until the conflict dissolves Striving to support families to avoid divorce. If additional support is required, the Women's Council will reach out to the DWFA either directly or through jamoat.	Women's councils are not trained on GBV matters. Traditional methods of reconciling families in which wives or daughters-in-law have to be submissive are applied. Don't address or resolve the root cause of violence. Peace within families can often be short term rather than sustainable change. Don't report on DV cases which they consider to be resolved. Involve or refer to other services only when the violence intensifies.	Deliver training for Women's Councils on how to communicate with GBV survivors, to recognize the psychological status of the survivor and provide her with psychological first aid. Support Women's Councils to strengthen reporting mechanisms. Engage Women's Councils in awareness raising regarding opportunities for women's economic empowerment including training and job opportunities. Disseminate contact information of service providers for GBV survivors among women, so they could approach them directly.
Department of Women and Family Affairs (DWFA)	DWFA based in all districts. If the issue isn't resolved at the village level, then DWFA intervenes. DWFA officially registers DV cases and follow them up until they are resolved. DWFA also tries to prevent family breakdown as not all parents want their daughters to come back. Depending on the complexity of the problem, DFWA involves other members of the Inter-	DWFA and IAWG usually take GBV preventive measures and intervene when the situation intensifies. Lack of professional psychologists who know how to work with GBV survivors or perpetrators. Rural women don't have information about the services available for GBV survivors (including	Capacity building of DWFA and other members of IAWG on dealing with GBV survivors and perpetrators. Enrolling perpetrators in special correction programs. Inform communities about the services available for GBV survivors by disseminating communication including leaflets and

Key Facilities for GBV/SEA/SH	Services Provided	Gaps in Services	Recommendations
	Agency Working Group (IAWG) on Prevention of Domestic Violence for supporting the survivors of GBV. Provides presidential grants which are aimed at women entrepreneurs. Last year 4 women from Nurobod and 4 others from Rogun received the grant. During the first six months of 2023, 14 women approached DWFA Rogun with DV issues. In two cases spouses got divorced, the remaining cases were resolved. (DWFA Nurobod hasn't recorded any DV cases to date during 2023, which may reflect staffing changes).	the CWFA hotline 1313). Lack of shelters in the area where women could spend time away from the violent environment. Lack of skills and confidence of women to find a job and earn money.	posters with all necessary information. Enroll women (including GBV survivors) in vocational programs to learn income-generating skills. Provide small grants to those who completed the courses and need tools or equipment for work.
Inter-Agency Working Group on Prevention of Domestic Violence (IAWG)	Consists of local government agencies, such as DWFA, health department (including hospital doctors), education department, civil registration office, police department, social protection department, department of religion/regulation of celebrations, and ceremonies of traditions, jamoat representatives, etc. Regular visits once a week visits to villages/jamoats to meet with communities and hold discussions on healthy family relationships, importance of education for girls and boys, importance of official marriage registration, physical and mental health literacy, especially for pregnant women, prevention of domestic violence (DV), etc. In case of having any DV cases, the group members within their powers, provide immediate support to the survivors.		
Police department	Local police are also a member of the IAWG and attend meetings with communities.	Given that the majority of police inspectors are men, it is difficult for women	The engagement of female police inspectors focused on DV prevention and

Key Facilities for GBV/SEA/SH	Services Provided	Gaps in Services	Recommendations
	Within the first six months of 2023, Rogun's police department registered 10 complaints from women on DV. Complaints are officially registered. Perpetrators get punished based on the level of violence (warnings, protocol on administrative offences or protective orders). Visit conflicting families once or twice a week for conducting preventive and explanatory works and for tracking positive changes in perpetrator's behavior. The police department works closely with DWFA and local hospitals and refers DV survivors as needed to relevant services. Depending on the emotional state of survivors, police officers may accompany them to the nearest hospital (police receive training on DV prevention and supporting survivors of DV). In case of having physical injury, women approach hospital first, then doctors inform police. Local police department are required to provide a separate report on DV to the Ministry of Interior Affairs.	to communicate with them. Moreover, DV cases can be overlooked until serious.	cases, currently available in some districts, could be extended to all districts to help overcome barriers to survivors reaching out to police.
Rooms for rehabilitation of DV survivors	Each district's hospital has a room for rehabilitation of DV survivors within the central hospitals in each district (Rogun Central Hospital in Rogun town, Nurobod Central District Hospital in Darband town, Faizabad Central District Hospital in Faizabad town, Rasht Central District Hospital in Garm).	The hospital rehabilitation room in each district serves as the only rehabilitation room, which is insufficient to meet the needs of survivors. There is no space for children and women cannot spend much	Increase the number of these rooms or organize shelters for women facing DV (currently there are no shelters within the affected districts and the closest is located in Dushanbe). Provide day care/kindergarten for

Key Facilities for GBV/SEA/SH	Services Provided	Gaps in Services	Recommendations
	. The rooms were established at maternity hospitals as both patients and doctors at maternity are women. When women approach the hospital with injuries, doctors inform police.	time away from their children. All the services/treatment are provided by the hospital's doctors which on top of their existing workload. Psychologists are not available. As a result, after getting physical treatment, survivors return home with the same emotional state.	children while mothers receive treatment. Employ doctors specifically to care for DV survivors. Effective rehabilitation program covering both medical and psychological state of survivors.
Non-Governmental Organizations			
NGO "Marifatnoki" (Rasht)	Promotion of education, entrepreneurship and vocational training among women and youth. Organizing business courses for migrants' wives. Under the NGO operates a Girls Club which provides various courses to girls, such as sewing, embroidering, computer and English. Has experience working with GBV issues.	NGOs are not self-sustainable and fully depend on donors' funding. Once funding is over, activities are shutdown. Unavailability of grants usually leads to closure of NGOs, thus the number of NGOs in the area is constantly changing.	All these services, including shelters should be established on the basis of a local women-led business or dehkan farms. GBV survivors, during their stay in a shelter, could be enrolled in the business both as a trainee and laborer.
OSCE Women Resource Center «Markazi Dastgirii Garm» (Rasht)	Offers psychological counselling, legal support and vocational courses in sewing, computer skills and needlework. The Women Resource Centres support women from vulnerable families to develop skills that are in local demand, thereby helping them to earn money and support their families. Men who request counselling and vocational training from the centres are also provided with assistance.		
OSCE Women Resource Center «Rohnamo» (Lakhsh)			
NGO "Rushdi Kuhiston" (Rasht):	Work with women on environmental, health, and social issues.		

Key Facilities for GBV/SEA/SH	Services Provided	Gaps in Services	Recommendations
	Support vulnerable women on income-generating activities, i.e. preparing and selling eco-friendly shopping bags.		
NGO “Nihol” (Nurobod)	Provides legal and psychological support to vulnerable women, including DV survivors and supports them in accessing justice.		
NGO “Zanoni Komyob” (Rogun)	Supports vulnerable women through legal and psychological support Promote handmade products of rural women and support them to participate at various exhibitions.		

17.7.19. For a full list of service providers within the Project-affected districts please see Appendix B.

NATIONAL SOCIO-ECONOMIC CONTEXT – GENDER ASPECTS

- 17.7.20. Tajikistan has a population of approximately 10 million and is ranked 122 out of 191 countries on the United Nations Development Program’s Human Development Index (HDI). However, despite progress growing its economy and reducing poverty, poverty rates remain high at 29.5 percent in 2017 and Tajikistan ranks as the poorest country in Europe and Central Asia²⁸.
- 17.7.21. Tajikistan has established an enabling policy framework for gender equity, as described. Discrimination based on gender is illegal, the legal processes and rights for women establishing businesses is the same as for men and equal remuneration for equal work is mandated. However, gender inequality remains high in Tajikistan, largely driven by family-related factors and social institutions³². The World Economic Forum’s Global Gender Gap Report 2022 highlights that progress in closing the gender gap is stagnant in Central Asia, with Tajikistan ranking among the bottom three countries within the region and scoring low on women’s economic participation, educational attainment and political empowerment²⁹. Social vulnerabilities persist following the 1992 – 1997 civil war, including high levels of unemployment particularly among women and youth, with

²⁸ World Bank Group (2019), ‘Country Partnership Framework for the Republic of Tajikistan for the period FY19-FY23’, <https://documents1.worldbank.org/curated/en/962981557781100857/pdf/Tajikistan-Country-Partnership-Framework-for-the-Period-of-FY19-FY23.pdf>

²⁹ World Economic Forum, 2022, Global Gender Gap Report 2022, https://www3.weforum.org/docs/WEF_GGGR_2022.pdf

almost one in three youth – and nine out of ten female youth – not in employment, education or training (NEET)²⁸. A reduction in poverty rates post-civil war was lower for women than for men, widening the gender gap³⁰. Women's equality also lags in areas such as tertiary education enrolment, labor pay, household decision-making and control over assets.

Gender-based Violence and Harassment

- 17.7.22. In 2013, Tajikistan introduced the Law on the Prevention of Domestic Violence and the State Program for the Prevention of Domestic Violence 2014 – 2023 to attempt to reduce the level of domestic violence within the community and encourage victims to seek support. However, GBV remains prevalent in Tajikistan with spousal abuse reported to occur in approximately one third of marriages^{31, 32}. According to the United Nations UN CEDAW, gender-based violence remains underreported in Tajikistan. Physical abuse is most common, followed by emotional abuse as well as economic abuse³². Comparatively, worldwide approximately 26 percent of women have experienced intimate partner violence and 30 percent have experienced either intimate partner and/or non-partner violence during their lifetime³³.
- 17.7.23. The majority of legislation and policy on DV prevention has focused only on spousal abuse and not on other potential perpetrators in the extended family. Often families including several brothers and their families live in one compound under the control of the parents.
- 17.7.24. The Law on the Prevention of Domestic Violence is the first law prescribing sexual violence in the family; prior to that the majority of families did not realize that non-consensual intercourse between husband and wife is considered as rape which is punishable by the Article 138 of the Criminal Code. However most rape cases go unreported, attributed to survivors wishing to avoid humiliation and social stigmatization, being fearful of reprisal, or lacking confidence that perpetrators will be brought to justice³⁵.
- 17.7.25. Statistics from the U.S. Agency for International Development (USAID)'s Demographic and Health Surveys (DHS) Program provides insights into social norms and national attitudes to GBV, with 2017 data showing that over 63 percent of women felt that wife beating was justified for at least one specific reason³⁴. Reports show a lack of investigation of and accountability for gender-based violence³⁵.

³⁰ World Bank Group (2017), 'Tajikistan Risk and Resilience Assessment',
file:///C:/Users/UKEJB009/Downloads/Tajikistan-Risk-and-resilience-assessment.pdf

³¹ - Statistical Agency under the President of the Republic of Tajikistan (2019), Tajikistan Demographic and Health Survey 2017, <https://www.dhsprogram.com/pubs/pdf/FR341/FR341.pdf>

³² World Bank Group, 2021, Tajikistan Country Gender Assessment

³³ World Bank Group (2022), Gender Data Portal, <https://genderdata.worldbank.org/data-stories/overview-of-gender-based-violence/>

³⁴ US AID, DHS Program Stat Compiler, <https://www.statcompiler.com/en/>

³⁵ United States Department of State Bureau of Democracy, Human Rights and Labor (2022), 'Country Reports on Human Rights Practices for 2022', https://www.state.gov/wp-content/uploads/2023/02/415610_TAJIKISTAN-2022-HUMAN-RIGHTS-REPORT.pdf

- 17.7.26. Human rights reports show that survivors of sexual harassment in the workplace likewise seldom report incidents for fear of social stigma, retaliation from their employers, scrutiny from families and communities and public shame³⁵.
- 17.7.27. For survivors of GBV, accessing social services can be challenging due to cultural stigmas and taboos and hard to access for women in rural Tajikistan as services are concentrated in urban areas³⁵.
- 17.7.28. The prevalence and issues around GBV in Tajikistan is of significant relevance as the Project must take measures not to exacerbate these issues among Project affected populations. It can also impact the economic empowerment of women and be a hurdle to their ability to access the opportunities that the Project may provide for this. On the other hand, gender mainstreaming measures and carefully considered approached to developing project-supported opportunities for women can support improved gender equality outcomes for women.

Female Employment and Income

- 17.7.29. The participation of women in the labor force in Tajikistan is low, with approximately 69 percent of working age females not in paid employment in 2016 and the proportion of females in the total number of employed declining (attributed partly to trends such as women exiting the labor market following the civil war, increased household wages as employment is sought outside of Tajikistan and remittances sent home to families, and a growth in the construction sector which almost exclusively employs men)³⁶. Tajikistan's Labor Force Participation Rate (LFPR) gender gap of 21.5 percent is much higher than in comparable low-income countries (average 15.3 percent)³⁷.
- 17.7.30. Young women in Tajikistan face barriers to entering the labor market which are exacerbated by limited skills and cultural norms. Rural women in Tajikistan are often faced with limited access to education, early marriages, family restrictions, restricted access to financial resources including credit and grants, limited land resources or restricted rights to land ownership, which hinder their employment opportunities. The primary occupation for most women in the regions is unpaid domestic work and childcare.
- 17.7.31. Many rural women are engaged in informal labor and usually perform agricultural work, but sometimes partake in construction, or cleaning work. Depending on the complexity of work, sometimes women work together in groups or "brigades". Their performance is concentrated at peak times, such as the harvest season, and during the winter months their income-earning opportunities can be more restricted. While this type of labor offers flexibility, women generally receive very low pay or only in-kind payments such as cotton stalks or a small part of the harvest.

³⁶ World Bank Group, 2021, Tajikistan Country Gender Assessment, <https://documents1.worldbank.org/curated/en/874641637562869105/pdf/Tajikistan-Country-Gender-Assessment.pdf>

³⁷ <https://blogs.worldbank.org/europeandcentralasia/working-towards-gender-equality-tajikistans-labor-market#:~:text=Many%20factors%20contribute%20to%20low,and%20moving%20of%20heavy%20loads.>

- 17.7.32. In general, employment status in Tajikistan differs from one region to another. In 2017 the highest employment rate across the country was in Sughd region (31 percent) and the lowest (14 percent) in the Districts of Republican Subordination (DRS)³⁸ (where the Project is based).
- 17.7.33. In 2017 and 2018, women earned 60 percent of what men earned. Many factors contribute to this gap in employment and income. These include social norms that increased the likelihood that women would remain at home and a high numbers of male workers employed overseas who send remittances home. This often means that women's primary occupation are full-time home makers and carers who are unable to enter employment or look for work³⁷. Differences in fields of study likewise contribute to the gender pay gap with female dominated sectors, such as education, lower paid than male dominated sectors such as construction and transport³⁶.
- 17.7.34. In addition to disparities in the distribution of domestic tasks, lower levels of education (particularly in vocational training) among women, limited access to professional qualifications, and challenges related to childcare availability and gender stereotypes also contribute to women's disadvantaged position in the labor market. Another factor exacerbating the gender pay gap is Tajikistan's Labor Code, in which Article 216 prohibits women from working in certain occupations deemed to be dangerous, difficult or involving heavy and manual work. While an updated Labor Code was introduced in 2016 that allows women to work the same night hours as men, prohibits any discrimination based on gender and mandates equal pay for equal work, restrictions remain on women's employment in 336 professions within sectors such as construction, mining and transport—including many high paying jobs and industries.
- 17.7.35. The most gender-equal sectors are agriculture and education and the most unequal are high paying sectors such as mining, energy and gas supply, transport, warehousing and construction with only one percent of all employed in the construction sector being women.
- 17.7.36. Women are left in a position where they are economically dependent or reliant on self-employment in retail businesses, provision of domestic services or production and sale of agricultural, homemade or sewing products for their livelihoods⁵⁶. This informal economy is typically associated with lower salaries, absence of social benefits and few opportunities for skills development³⁹.
- 17.7.37. Women in Tajikistan do have equal access to credit, supporting women who want to start their own business. However, women face additional hurdles when it comes to entrepreneurship, with women citing the need for stronger skills, self-esteem and self-confidence.
- 17.7.38. The administration of maternity leave benefits is the responsibility of the Government of Tajikistan, reducing disincentives to private employers looking to hire women of childbearing age. Lower retirement ages and longer life expectancy contributes to gender gaps in pension benefits³⁶.

Female Access to Education and Literacy

- 17.7.39. Literacy rates are high in Tajikistan among both men and women (95 percent) with access to education becoming more equal with an increase in schools in remote villages, an increase in the

³⁸ Tajikistan Demographic and Health Survey, 2017

³⁹ World Bank Group (2017), 'Tajikistan Risk and Resilience Assessment',
file:///C:/Users/UKEJB009/Downloads/Tajikistan-Risk-and-resilience-assessment.pdf

legal age of marriage from 17 to 18 years and the establishment of a pathway to tertiary education – the Presidential Quota System - for both women and men residing in remote districts. However, female enrolment in preschool, secondary school and tertiary education is still lower than for males and women are often selected for traditionally female-dominated and low paying areas of study such as education and nursing. A lack of financial resources for books and uniforms etc., and social norms that mean that education is prioritised for boys contribute to this, as does a frequent lack of sanitation facilities for girls in schools that can negatively impact female attendance at school⁴⁰.

- 17.7.40. Girls with disabilities have particularly limited opportunities for education, with families not expecting them to work or marry and not prioritising their education or being concerned for their safety⁴⁰.
- 17.7.41. To improve the education levels of girls in Tajikistan, in 1997, the GoT introduced a Presidential quota to resolve unequal access of rural girls to higher education. This provided annual access for approximately 600-700 girls from rural and vulnerable families to higher education. In 2012, to counteract the traditional practice of families restricting girls from attending secondary school due to social and gender norms, the GoT also approved the second National Strategy of Education Development of the Republic of Tajikistan till 2020, which promoted the involvement of girls in education and contributed to an increase in girls' access to secondary education from 44 percent in 2000 to 60 percent in 2015⁴¹. While this has helped increase the number of women attending higher levels of education, women still account for less than 30 percent of the total number of all university students⁴².

Women's Health and Wellbeing

- 17.7.42. Life expectancy for both men and women has increased in Tajikistan over the past two decades, with women expected to live over 4.5 years longer than men. Maternal and infant deaths are decreasing and where they do occur are linked primarily to poor quality health facilities and a lack of proper equipment or skilled staff, as well as the distance to health facilities and limited transport for women in rural areas. There is a lack of family planning and sexual and reproductive health services in rural areas and taboos around accessing these services and modern contraception contributes to a median age at first birth of 21.9 in 2017 as well as an increase in the share of women affected by HIV⁴³. While the proportion of women receiving antenatal care has increased and maternal mortality has decreased, the rate remains high compared to other countries in Central Asia and the Commonwealth of Independent States⁴⁴.

Female Voice and Agency

- 17.7.43. No laws prevent the participation of women in political processes and the government has a goal of 30 percent representation by women in governing bodies of the legislative, judicial, and executive

⁴⁰ World Bank Group (2021), Tajikistan Country Gender Assessment, <https://documents1.worldbank.org/curated/en/874641637562869105/pdf/Tajikistan-Country-Gender-Assessment.pdf>

⁴¹ UNDP (2019), Human Development Report

⁴² The World Bank (2015), <https://data.worldbank.org/indicator/SE.TER.ENRR.FE?locations=TJ>

⁴³ Asian Development Bank (2016), Tajikistan Country Gender Assessment, <https://www.adb.org/sites/default/files/institutional-document/185615/tajikistan-cga.pdf>

⁴⁴ Asian Development Bank (2016), Tajikistan Country Gender Assessment, <https://www.adb.org/sites/default/files/institutional-document/185615/tajikistan-cga.pdf>

branches. Efforts have also been made to mainstream gender into national strategies and plans such as Poverty Reduction Strategies, the National Development Strategy for 2030, and Interim Development Strategy 2020.

- 17.7.44. However, cultural practices dissuade participation of women in politics and women are underrepresented at all levels of political institutions, with women facing hurdles in the form of a lack of resources and family support⁴⁵. Women account for only 19 percent of parliamentarians and five percent of ministers in central government. In 2014, women occupied over 23 percent of central and local government positions, but only 17 percent of leadership positions at the central level. At local government level, however, 40 percent of jamoat chairpersons are women.
- 17.7.45. At the household level, women sometimes have little decision-making power, with strong gender stereotypes and persistent social norms resulting in women becoming less engaged and the proportion of women who report participating in decisions regarding their own health care, household purchases, and visits to family or friends dropping from 43 percent in 2012 to 33 percent in 2017. Within patriarchal family structures, newly married women live with their husband's extended family and are excluded from decision-making, however this influence and social status increases as women age and have children⁴⁶. Among such women in rural areas those with good leadership skills can actively participate in and are respected by the community. These are the women who usually initiate women's self-help groups or brigades and support other women to find sources of income and serve as their voice while negotiating any issues.
- 17.7.46. Women's engagement in the civil sector includes local organizations such as communal councils and neighborhood councils to more formal public associations. In addition to public associations, groups such as water users associations and 'mahalla' councils allow women to engage with local issues. Women's NGOs include those that focus on social protection and directly providing community assistance and those that operate at a national level focused on advocacy and monitoring of gender equality commitments. However, women's NGOs face limitations with a lack of information on regional women as well as concerns about financial viability due to a reliance on external donors⁴⁷.

Social Norms and Traditions

- 17.7.47. As described throughout this section, social and cultural norms and traditional gender stereotypes that position women as homemakers remain persistent within Tajikistan, particularly in rural and remote areas. These attitudes require women to take on an unequal responsibility for childcare and household chores. Cultural norms relating to marriage impact women's employment prospects, with many husbands restricting their wives from seeking employment. Even if women are allowed to work

⁴⁵ United States Department of State Bureau of Democracy, Human Rights and Labor (2022), 'Country Reports on Human Rights Practices for 2022', https://www.state.gov/wp-content/uploads/2023/02/415610_TAJIKISTAN-2022-HUMAN-RIGHTS-REPORT.pdf

⁴⁶ World Bank Group, 2021, Tajikistan Country Gender Assessment, <https://documents1.worldbank.org/curated/en/874641637562869105/pdf/Tajikistan-Country-Gender-Assessment.pdf>

⁴⁷ Asian Development Bank (2016), Tajikistan Country Gender Assessment, <https://www.adb.org/sites/default/files/institutional-document/185615/tajikistan-cga.pdf>

officially, they are still expected to manage all the household chores and take care of children - women devote 7 hours and 40 minutes to unpaid care and domestic responsibilities daily⁴⁸.

- 17.7.48. Unpaid care work is recognized as one of the main barriers prevent women from entering and progressing in the labor force and prevents gender equality and women's economic empowerment⁴⁹. In rural areas women can start participating in economic activities from a very young age by keeping and tending livestock and poultry in addition to a number of other tasks that add to the family income.
- 17.7.49. Approximately 65 percent of men and almost 60 percent of women in Tajikistan believe that a woman should do household chores even if her husband is not working⁵⁰.

Social Institutions

- 17.7.50. The Organization for Economic Co-operation and Development's (OECD) Social Institutions and Gender Index (SIGI) measures discrimination against women in social institutions across 179 countries. Tajikistan is assessed as having a medium level of gender discrimination in its social institutions, with women in Tajikistan experiencing the greatest discrimination in the form of 'restricted physical integrity' which includes gender-based violence and social institutions that limit women's control their bodies and reproductive autonomy. Within this data, social norms including women's acceptance of intimate partner violence contribute scored particularly poorly, ⁵¹.

Religious and Unregistered Marriages

- 17.7.51. Family gender discrimination is evident in religious marriages that (while not recognized by law) are commonly substituted for civil marriages in Tajikistan due to the high marriage registration fees and the power afforded to men under religious law. While polygamy is banned within Tajik legislation, it is not uncommon with second and third wives taken on through religious ceremonies. The prevalence of polygamy surged following independence and a 2010 survey by the Centre for Strategic Studies in Tajikistan indicated that one in ten men had more than one wife, with a gender imbalance caused by a loss of life / displacement for many males during the 1992-97 civil followed by mass labor migration as men sought work in other countries⁵². Women in religious and unregistered marriages are left vulnerable with a lack of legal standing or rights⁵³. Sharia law allows men in registered religious and unregistered marriages to divorce their wives by repeatedly saying "talaq". Women informally divorced in this way and left in a position where they need to provide for their families are also more vulnerable to human trafficking⁵⁴.

⁴⁸ Asian Development Bank (ADB), 2020, Women Time in Use in Rural Tajikistan

⁴⁹ Inter-American Development Bank (IDB), 2020, Environmental and Social Policy Framework

⁵⁰ World Bank (2021) Tajikistan Country Gender Assessment

⁵¹ OECD (2023), Social Institutions & Gender Index, <https://www.oecd.org/stories/gender/social-norms-and-gender-discrimination/sigi/dashboard?country=TJK>

⁵² Institute for War and Peace Reporting, 2011, 'Multiple Marriages in Tajikistan', <https://iwpr.net/global-voices/multiple-marriages-tajikistan>

⁵³ United States Department of State Bureau of Democracy, Human Rights and Labor (2022), 'Country Reports on Human Rights Practices for 2022', https://www.state.gov/wp-content/uploads/2023/02/415610_TAJIKISTAN-2022-HUMAN-RIGHTS-REPORT.pdf

⁵⁴ Asian Development Bank (2016), Tajikistan Country Gender Assessment, <https://www.adb.org/sites/default/files/institutional-document/185615/tajikistan-cga.pdf>

- 17.7.52. The issue of unregistered marriages is also linked to child marriage, which is criminalized within the law but remains prevalent driven by factors including high levels of poverty and gender discrimination in employment, leaving parents with little incentive to continue supporting their daughters to obtain higher education. However, some reports indicate that with the involvement of subdistrict heads, heads of mahalla, women leaders, religious leaders, and other local activists awareness and control around unregistered marriages is increasing and the numbers of unregistered marriages are starting to drop, at least in some districts⁵⁵.

Migrant Workers and the Impact on Women

- 17.7.53. Unemployment, particularly in rural areas, has led to a high proportion of Tajik migrant workers who seek employment and better opportunities elsewhere (particularly Russia), with remittances sent home an important source of income for many families. The International Labor Organization (ILO) reports that 25 percent of all household incomes comprise remittances sent by labor migrants, with the official remittances in 2007 amounting to 36 percent of Tajikistan's GDP or USD 1.8 billion⁵⁶. Women are reported to comprise 14 percent of migrant workers in 2017 and are largely excluded from decision-making about migration³⁶.
- 17.7.54. It is estimated that about 30 percent of the wives left behind by their migrant husbands have been abandoned adding to the family's financial burden on their shoulders along with traditional responsibilities of taking care of children and the elderly and dealing with domestic work⁵⁷. This abandonment leaves women responsible for generating a family income despite limited education, resources or access to employment. Abandoned wives are also often largely excluded from local communities⁵⁸. Women are left in a position where they are vulnerable to prostitution and human trafficking while polygamy becomes a socially acceptable option as they seek to support themselves and their families⁶². This abandonment is reported to have led to a high number of suicides among abandoned wives, often leaving children alone⁵⁹.
- 17.7.55. High levels of male migration has substantially increased women's responsibilities in agriculture, with the proportion of women in the agricultural labor force increasing from 54 percent in 1999 to more than 75 percent in 2020⁶⁰. Many dekhan farms headed by women produce cotton, wheat and fodder crops and many of the women work as informal agricultural workers.

⁵⁵ UNFPA (20

⁵⁶ ILO, Work and family: The Republic of Tajikistan, https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---sro-moscow/documents/publication/wcms_312658.pdf

⁵⁷ ADB, 2020, Strengthening support for labor migration in Tajikistan

⁵⁸ World Bank Group (2019), 'Country Partnership Framework for the Republic of Tajikistan for the period FY19-FY23', <https://documents1.worldbank.org/curated/en/962981557781100857/pdf/Tajikistan-Country-Partnership-Framework-for-the-Period-of-FY19-FY23.pdf>

⁵⁹ UN Women, Tajikistan, <https://eca.unwomen.org/en/where-we-are/tajikistan>

⁶⁰ ADB, 2016, Tajikistan : Climate- and Disaster-Resilient Irrigation and Drainage Modernization in the Vakhsh River Basin Project

- 17.7.56. However, the absence of men due to labor migration has presented opportunities for women who have taken on more leadership positions in rural areas with many female mahalla leaders emerging since male migration increased⁶¹.

Female-headed Households

- 17.7.57. Migration as described above has led to an increase in the numbers of female-headed households. Many of these women work in the informal economy where they earn relatively low salaries and do not have access to social benefits or skills development, leaving them economically dependent and vulnerable to economic shocks²⁸.
- 17.7.58. Overall, approximately 23 percent of households in Tajikistan are headed by females and they tend to be smaller households. They are more common in urban areas (38 percent of people in urban areas live in female-headed households, compared to approximately 16 percent of people living in rural areas), attributed to social norms in rural areas preventing women from residing there as heads of household³⁶. Female headed households have a higher risk of poverty than those headed by males⁶².

The Energy Sector and Women in Tajikistan

- 17.7.59. Tajikistan is ranked eighth in the world for hydropower potential and has greater hydroelectric power capacity than any other Central Asian country but as of 2022 only 4 percent of the country's hydro potential is exploited⁶³. However, shortfalls in energy infrastructure mean that the country does not produce enough energy in winter and does not have the capacity to export surplus in the summer. This energy poverty particularly effects women who spend time gathering, preparing and storing alternative fuels and do not have access to labor saving electrical appliances to assist with daily tasks in the home. Women, who spend more time at home, are also more greatly impacted by insufficient heating⁶⁴.
- 17.7.60. Energy security is a key priority for the Government of Tajikistan and development of the energy sector is a key pillar in Tajikistan's National Development Strategy of the Republic of Tajikistan for the Period up to 2030. In 2022, the World Bank increased its financing to strengthen the long-term sustainability of the sector with the intention that revenues from sales of clean, renewable energy domestically and from exports continue to be reinvested in adequate and reliable electricity supply for households, businesses, schools and hospitals, contributing to economic growth, poverty reduction and development of human capital⁶⁵.
- 17.7.61. However, the gender gap in participation in the labor market is even wider in the electricity and gas supply sector where the share of women employed was only 4 percent in 2016⁶⁶. The ADB

⁶¹ World Bank Group (2017), 'Tajikistan Risk and Resilience Assessment',
file:///C:/Users/UKEJB009/Downloads/Tajikistan-Risk-and-resilience-assessment.pdf

⁶² Asian Development Bank (2016), Tajikistan Country Gender Assessment,
<https://www.adb.org/sites/default/files/institutional-document/185615/tajikistan-cga.pdf>

⁶³ IEA (2022), Tajikistan 2022 Energy Sector Review

⁶⁴ ADB (2021), Tajikistan Country Gender Assessment

⁶⁵ World Bank (2022), Additional Financing from the World Bank to Strengthen Tajikistan's Energy Sector

⁶⁶ World Bank (2021), Tajikistan Country Gender Assessment

Tajikistan Country Gender Assessment (2016) suggests that women could play a key role in implementing energy efficiency measures in the home if their capacity is improved and they are empowered as decision-makers.

The Gender Development Index

- 17.7.62. The Gender Development Index measures the gender gap in relation to the different values assigned to men and women and shows a Human Development Index (HDI) value of 0.909 in Tajikistan in 2021. This measures gender inequalities in three basic dimensions of human development: health, measured by female and male life expectancy at birth; education, measured by female and male expected years of schooling for children and female and male mean years of schooling for adults ages 25 years and older; and command over economic resources, measured by female and male estimated earned income, as shown in below.
- 17.7.63. On the whole, Tajikistan is rated 'Medium Human Development' on the Gender Development Index. Tajikistan lags slightly behind neighboring countries, with the exception of Afghanistan. The most prominent gap in Tajikistan is in income, with females averaging \$2980 purchasing power parity (ppp) and males averaging \$6096 (2017 ppp), reflecting a low proportion of females in paid employment as well as lower female participation in higher paid occupations. Potential factors contributing to this gap are described in paragraphs 17.7.29 through 17.7.38.

HDI Value	Female	Male	Gender gap
Life expectancy at birth	73.7	69.6	4.2 years
Expected years of schooling	11.2	12.1	-0.9 years
Mean years of schooling	10.9	11.8	-0.9 years
Gross National Income per Capital (2017 PPP\$)	2,980	6,096	-3,115

Source: Gender Development Index | Human Development Reports (undp.org)

LOCAL SOCIO-ECONOMIC CONTEXT - GENDER ASPECTS

- 17.7.64. For a full description of the local socio-economic context including demographics profiles please see **Section 11 of Volume 2, Appendix 7-1: Baseline Conditions Report** of this ESIA. Key findings relating to gender, derived from a household survey of 900 households within the Project affected area, include the following.
- 17.7.65. The social study area is the three districts where villages are going to be resettled from and to - Rogun, Nurobod and Rasht.
- Demographics;
 - Household composition;
 - Women's employment / livelihoods – what are women in the Project area working on?
 - Poverty rate in Project area;
 - Women's income;
 - Women's education / skills;
 - Women with disabilities or functional difficulties;
 - Women Head of Households;
 - Women's agency;
-

Social and cultural norms;

Project affected communities: Social area of influence – villages etc.

- 17.7.66. Table 17-9 below provides an overview of the education and employment status of women within the surveyed households.

Table 17-9 – Female education and literacy data from household survey

Number of women household members for which data was obtained	Highest level of formal education	Other education received	Currently in education?	Able to read / write?	Proportion of women with an income/ occupation	Of those with an income, what is the main source?
Female survey population: 2,478	5.3 % No formal education	1.0 % Informal education (courses)	22.4 % yes	76.0 % yes	14% (339 out of 2478 women)	6% Farmer (arable agriculture)
	6.9 % Primary education only	0.6 % Adult education	77.5 % no	23.8 % no		1% Farmer (cattle breeding)
	15.4 % Incomplete secondary education	1.6 % Professional / Technical training	0.1 % Don't know / prefer not to say	0.2 % Don't know / prefer not to say		1% Farmer (subsistence)
	32.6 % Complete secondary education	0.2 % Don't know / prefer not to say				4% Employee (private sector)
	1.8 % Professional secondary education	96.6 % Don't have				17% Employee (public sector)
	1.9 % Higher education / University					7% Self-employed (craftsman, merchant, etc.)

Number of women household members for which data was obtained	Highest level of formal education	Other education received	Currently in education?	Able to read / write?	Proportion of women with an income/ occupation	Of those with an income, what is the main source?
	17.3 % Pre-school age child					1% Daily/seasonal worker (construction, agriculture, etc.)
	18.6% Currently in education					1% Casual work (not seasonal)
	0.2% Don't know / prefer not to say					50% Pension
						5 % Labor migration / Remittances
						0% Employed by Rogun HPP
						0% Employed at construction site for Rogun HPP

Number of women household members for which data was obtained	Highest level of formal education	Other education received	Currently in education?	Able to read / write?	Proportion of women with an income/ occupation	Of those with an income, what is the main source?
						0% Employed at Hydropower plant site.
						0% Student
						1% Home-maker
						0% No income
						0% I don't know/ prefer not to say
						6% Other (please specify)

- 17.7.67. Table 17-10 below shows the main source of income for the household members within surveyed households, showing the comparison between men and women. Of note is the relatively high proportion of women who are on a pension, hired within the public sector or self-employed.

Table 17-10 – Source of income by gender – data from household survey

Source of Income	Male	Female	Total
Farmer (arable agriculture)	7.5%	4.7%	6.9%
Farmer (cattle breeding)	1.1%	1.0%	1.1%
Farmer (subsistence)	0.6%	0.7%	0.6%
Hired worker (private sector)	3.2%	4.4%	3.5%
Hired worker (public sector)	10.4%	17.4%	11.9%
Self-employed (craftsman, merchant, etc.)	5.5%	8.4%	6.1%
Daily/seasonal worker (construction, agriculture, etc.)	6.6%	0.7%	5.3%
Casual work (not seasonal)	1.7%	0.7%	1.5%
Pension	11.1%	52.0%	19.6%
Labor migration / Remittances	41.2%	2.3%	33.1%
Employed by the Project	5.0%	0.3%	4.0%
Employed at construction site for the Project	1.1%	0.3%	0.9%
Employed at Hydropower plant site.	0.1%	0.0%	0.1%
Student	0.1%	0.0%	0.1%
Home-maker	0.3%	0.7%	0.3%
No income	0.5%	0.3%	0.5%
I don't know/ prefer not to say	0.1%	0.3%	0.1%
Other	3.9%	5.7%	4.3%
TOTAL	100.0%	100.0%	100.0%

- 17.7.68. The proportion of female-headed households within the Project affected area (as per the sample surveyed) is nearly 18 percent. This is below the national average but higher than the average within rural areas.
- 17.7.69. Eight percent of respondents in the household surveys stated that they had particular expectations or concerns associated with the impact of the Project on women. Information from the FGDs

suggest that these mainly pertain to positive expectations regarding improved employment opportunities and infrastructure.

- 17.7.70. When asked whether women feel safe walking or taking public transport within the resettled communities, respondents generally agreed that they do. Of the 361 respondents across the resettlement sites, 100 percent of respondents in Rogun, Nurobod, Faizobod and Danghara, and 97.5 percent in Tursunzoda, agreed. Just three individuals (0.8 percent of the total surveyed population) disagreed.
- 17.7.71. When asked about incidents of gender-based violence, sexual exploitation and abuse and/or sexual harassment or an increase in violence within Project affected communities since the commencement of the project, almost 100 percent of respondents stated that there have been no incidents. Just one individual in Tursunzoda stated that there had been incidents.

17.8 NATIONAL LAW, GAPS AND CURRENT DEVELOPMENTS

- 17.8.1. Table 17-11 below describes applicable lender standards and guidelines with regards to gender equality and compares these with Tajikistan national laws and requirements, highlighting any gaps or omissions.

Table 17-11 - National Laws and Gaps Compared to International Standards

Topic Area	Tajikistan Laws	Key Requirement	Key Gaps and Omissions	Project Measures
Gender-based violence (GBV)	Summary of applicable lenders' standards (as detailed in Table 17-2): Measures must be taken to prevent and address risks of gender-based violence, sexual exploitation and abuse and/or sexual harassment among Project affected persons and communities and Project workers. This must include adequate safeguards and management procedures within the workplace and a grievance mechanism for workers and communities to raise concerns including provisions for reporting and management of sensitive grievances. Measures such as codes of conduct and communication and awareness campaigns must be supported where gender related risks exist. Specific measures to address gender-based violence risks associated with an influx of workers must be implemented.			
	National Law on the Prevention of Violence in the Family	Law governs the prevention of domestic violence (DV) and determines tasks of the agencies responsible for prevention of violence in the family including measures for identification, prevention and elimination of conditions that promote violence.	The Law does not criminalize domestic violence, marital rape, or sexual harassment and views domestic violence as an act with administrative punishment. It only addresses specific acts of violence, disregarding violence that can be expressed through neglect or the withholding of resources or care. The Law lacks a clear definition of GBV which therefore prevents a prohibition of all forms and types of GBV. The definition of a victim is narrow, and the Law does not define family / family relations including all those who may perpetrate violence on a partner or family member. The Law is not adequately implemented or enforced and Police and judicial responses	Robust and well communicated Project level gender sensitive codes of conduct that include reference to zero tolerance to GBV/SEA/SH. GRMs to effectively respond to grievances including those relating to GBV.

Topic Area	Tajikistan Laws	Key Requirement	Key Gaps and Omissions	Project Measures
			to domestic violence are reportedly inadequate⁶⁷. The Law does not clearly define roles and responsibilities for service provision, as well as GBV monitoring. Social norms continue to view domestic violence as a family affair and a lack of awareness and lack of access to services and shelters prevents women from seeking support. There is no system in place to collect statistical data on GBV to aid an understanding of its prevalence and the effectiveness of responses. The national legislation does not require mandatory training for all actors involved in responding to GBV. The laws do not define or provide for protection against online violence against women.	

⁶⁷ Human Rights Watch (2019), 'Violence with Every Step'.

Topic Area	Tajikistan Laws	Key Requirement	Key Gaps and Omissions	Project Measures
	Criminal Code	The Criminal Code describes criminal responsibility for 25 GBV related crimes including rape and polygamy. Article 138 provides for penalties of 3 – 7 years jail for rape. According to Articles 48 (1), 52 and 54, pregnant women; d) persons who are on parental leave; e) disabled people of I and II groups cannot be assigned to mandatory works, compulsory works or restricted freedom. Unreasoned refusal or unreasoned dismissal from the work of woman due to pregnancy or having a child under three years old is punishable by a fine or by two years of correcting labor (Article 155). Bigamy or polygamy, that is, cohabitation with two or more women with a common household, is punishable by a fine or two years of correctional labor or restraints for up to five years or arrest for 3-6 months (Article 170).	Marital rape, sexual harassment and family violence are not criminalized. The current definition of rape does not cover all forms of penetration and there is no requirement for the age of consent (international standards set this at 16 years). With respect to land relations, there is not any connection between land use and marriage. The spouse of a formal land user who received the land use right during the marriage has no rights to the land, despite his/her contribution to its improvement. At the disposal of land use rights, in particular upon its pledge, the spouse has no influence on these actions, and at the death of a spouse, he/she is deprived of actual rights. The law contains no concept of transfer of land use rights.	Robust and well communicated Project level gender sensitive codes of conduct that include reference to zero tolerance to GBV/SE/SH. GRMs to effectively respond to grievances including those relating to GBV. Gender mainstreaming initiatives to promote gender equality within the Project and communities.
Summary of applicable lenders' standards (as detailed in Table 17-2):				

Topic Area	Tajikistan Laws	Key Requirement	Key Gaps and Omissions	Project Measures
Discrimination and equality	International standards require a commitment to non-discrimination, equal opportunity and fair treatment with respect to labor rights and any aspects of the employment relationship. This must be set out in management plans, policies and procedures. Gender equality must be considered when assessing and managing Project impacts, risks and opportunities so that women aren't disproportionately adversely impacted by project-related activities and have equal access to opportunities and benefits. The importance of consultation processes that include and obtain women's perspectives is emphasized so that women's and men's perspectives and preferences are understood and accounted for.			
	Constitution of the Republic of Tajikistan	The Constitution states that men and women have equal rights and freedoms. This includes equal right to work and equal pay for equal work. The Constitution guarantees women the right to the inviolability of home (Article 22), right to free movement (Article 24), right to participate in political life and government (Article 27), right to property and inheritance (Article 32), the right to housing (Article 36), the right to health (Article 38), the right to social protection (Article 39), and the right to education (Article 41).	Women are prohibited from 326 professions considered harmful for women including heavy and underground work or work with harmful conditions as per the Labor Code. Unofficial marriages including underage, forced or polygamous marriages leave women with few rights to property during separations. Despite legislation mandating equal pay for equal work, estimated female earned income is 4.5 times lower than the estimated male earned income due to gender inequality.	Project policies and procedures to mandate equal pay for equal work. Transparency in recruitment and procurement processes to support adherence to non-discrimination and equality policies.
	Equality and Elimination of All Forms of Discrimination Act 2022 (No. 773)	The law cites that: All citizens of Tajikistan have the right to equality and effective protection against discrimination in all its forms. Positive measures may be taken to assist disadvantaged groups to gain equality,	There is no obligation placed on an employer to take action to eliminate violence and harassment in the workplace. The terms "sexual orientation" or "gender identity" are not mentioned which means that sexual minorities are not	Robust and well communicated project-level equal opportunity policies and procedures.

Topic Area	Tajikistan Laws	Key Requirement	Key Gaps and Omissions	Project Measures
		although this must not take the form of granting special rights to certain groups.	recognized by the government and don't claim for legal protection.	
	State Guarantees of Equality of Men and Women and Equal Opportunities for Their Implementation 2005	The Law obliges the state to carry out gender education of civil servants, promotion of equal opportunities for women and men, develop social programs aimed at eliminating discrimination (Article 4); guarantees equal participation of women and men in executive, legislative, judicial branches of government (Article 5).	The law forbids gender-based discrimination but doesn't clearly state that GBV is a form of discrimination against women that should be prohibited. The Law doesn't provide for a remedy if these guarantees are not met by the state.	Robust and well communicated project-level non-discrimination policies and procedures.
	Family Code of the Republic of Tajikistan	This law was adopted in 1998 and its provisions include: Only marriage concluded in state civil registration bodies shall be legally recognized. A woman can access employment, choose where to live, travel outside of her home, travel outside of her country, be 'head of household', sign a contract or open a bank account in the same way as a man. Women and men have equal ownership rights to immovable property and equal administrative authority over assets during marriage.	There are no provisions relating to domestic violence the Family Code of the Republic of Tajikistan. Even though marriage of a minor is criminalized under Article 168 of the Criminal Code, child forced marriage is still widely practiced, especially in rural areas posing threats to the well-being of young girls. There are also provisions under the Family Code for the courts to reduce the age of marriage by one year under in "exceptional circumstances".	Robust and well communicated Project level gender sensitive codes of conduct that include reference to GBV/SEA/SH. GRMs to effectively respond to grievances including those relating to GBV. Gender mainstreaming initiatives to promote gender equality within the Project and communities.

Topic Area	Tajikistan Laws	Key Requirement	Key Gaps and Omissions	Project Measures
		A woman can obtain a judgment of divorce in the same way as a man and has the same rights to remarry as a man.		
	Civil Code of the Republic of Tajikistan	This law provides for equal rights to inherit assets. According to article 304 of the Civil Code, property acquired by spouses during marriage is their joint property, unless the law or the contract between them does not establish a different mode of this property.	However, with respect to land relations, there is not any connection between land use and marriage. The spouse of a formal land user who received the land use right during the marriage has no rights to the land, despite his/her contribution to its improvement. At the disposal of land use rights, in particular upon its pledge, the spouse has no influence on these actions, and at the death of a spouse, he/she is deprived of actual rights. The law contains no concept of transfer of land use rights.	Recognition of equality with regard to land use rights and adoption measures to facilitate their access to the documents they need to exercise this right.
	Labor Code of the Republic of Tajikistan of July 23, 2016, No. 1329	The Labor Code prohibits discrimination in employment based on gender. Article 159 of the Labor Code prohibits the refusal to employ pregnant women and women with children or to decrease their salaries on the grounds of their pregnancy and responsibilities related to their children.	The Labor Code does not include mention of or any protection against sexual harassment or any other form of verbal or non-verbal harassment. Article 216 which prohibits women's employment in 326 professions deemed dangerous to women presents an obstacle to equal access to	Robust and well communicated Project level gender sensitive codes of conduct that include reference to GBV/SEA/SH. Equal opportunity policies and procedures that promote gender equality in access to employment and career progression opportunities as far as possible within legislative constraints.

Topic Area	Tajikistan Laws	Key Requirement	Key Gaps and Omissions	Project Measures
		Article 164 provides that women shall be granted a maternity leave of 70 calendar days before delivery and 70 calendar days after delivery. Under Article 165, on termination of maternity leave women / primary carers are entitled to childcare leave covered by State social insurance until the child is 1.5 years. Article 216 of Tajikistan's Labor Code prohibits women's employment in specific sectors and professions which are considered difficult or dangerous for women and may cause harm for them and their reproductive health. This includes 326 professions that prohibits women to work in sectors including construction, mining, geological exploration and topography, railway transport and subways, even agriculture.	Project benefits and opportunities.	Record and report on data relating to GBV/SEA/SH in the workplace.
	Criminal Code	According to Articles 48 (1), 52 and 54, pregnant women; d) persons who are on parental leave; e) disabled people of I and II groups cannot be assigned to mandatory works, compulsory works or restricted freedom.	The Criminal Code does not criminalize domestic violence, sexual harassment or discrimination.	Robust and well communicated Project level gender sensitive codes of conduct that include reference to zero tolerance to GBV/SEA/SH.

Topic Area	Tajikistan Laws	Key Requirement	Key Gaps and Omissions	Project Measures
		Unreasonable refusal or unreasonable dismissal from the work of woman due to pregnancy or having a child under three years old is punishable by a fine or by two years of correcting labor (Article 155). Bigamy or polygamy, that is, cohabitation with two or more women with a common household, is punishable by a fine or two years of correctional labor or restraints for up to five years or arrest for 3-6 months (Article 170).		GRMs to effectively respond to grievances including those relating to GBV. Gender mainstreaming initiatives to promote gender equality within the Project and communities.
	The Law on State Services	This law provides provisions for social and psychological support to victims of GBV.	There lacks details on the scope of the free social and psychological support and who should be responsible for the provision of these support services.	Understand local gender referral pathways and ensure internal capacity to receive and manage GBV complaints and refer women appropriately is in place.
	Law on State Registration of Legal Entities	Under this law a woman can register a business in the same way as a man. The Law does not require joint registration of jointly held entities. If land is contested, those whose names are not registered are required to go to court to prove ownership.	Women may be placed at risk during resettlement if land or assets not jointly registered is contested.	Measures should be taken to ensure women gain security of tenure and receive due compensation on equal terms to men as per international standards.

17.9 KEY FINDINGS FROM THE KEY INFORMANT INTERVIEWS

17.9.1. Key Informant Interviews were undertaken in March and July 2023 to understand the roles and perspectives of NGOs, service providers and those providing support to women within Project affected communities, as well as women working on the Project. The key findings from these meetings are described in **Table 17-12** below.

Table 17-12 - Summary of Key Informant Interviews

Date	Participants	Summary of Key Discussions
09.03.2023	Women's NGO representatives: NGO "Gender Development" Local Gender Specialist - Viloyat Mirzoeva NGO "Madina" - Nabot Dodkhudoeva	Discussions regarding NGOs active in Tajikistan. Organizations and campaigns include: Gender and Development; Don't be Silent Central Asia; Spotlight; and Life Free of Violence. Approximately 49 NGOs that deal with DV are based in Tajikistan; There are reports of NGOs being asked to close down in Rogun area; Some government and NGO DV/GBV referral mechanisms do exist e.g. pilot initiatives to set up 'safe rooms' in medical centers; Importance of ensuring that support for women to set up businesses and cooperatives is economically viable; and Labor migration leads to increased double burden on women, but this burden is lessened if men can be retained in Tajikistan.
09.03.2023	UN Women: Diana Ismailova Aziza Hamidova	Work, activities and functioning of UN women in Tajikistan, including: Spotlight – in cooperation with three other NGOs. Strong implementation and government buy-in reported; Creation of a database of CSOs working against violence. Services are not present in all districts; however they are usually not restricted to users living in the local area; Carrying out surveys and data gathering; Work in the community to spread awareness of what violent actions break the law; and PSEA (prevention of sexual exploitation and abuse) taskforce – community GBV reporting mechanism being developed by UN Women and the World Bank. When active will cover all districts where the UN is active. Referral mechanisms – at least two options are always available, police and public healthcare services; Particular difficulties for women with disabilities; Intra-family marriage – the Government have taken measures to prevent this for civil marriages, however this cannot be applied to non-registered religious marriages; Women in very religious areas – harder to access but can be reached by working with imams and local authorities. Imams controlled very tightly by the Government; Discussions regarding the benefits of employment for women within and outside the home; and Risks and opportunities in the post-Covid era due to the increased prevalence of digital technologies – opportunities for commerce and

Date	Participants	Summary of Key Discussions
		communication but also cyber-harassment. Online commerce may also pose risks if tax implications are not well understood.
09.03.2023	Committee of Women and Family Affairs (COWFA): Nigora Gafarzoda (Commissioner)	COWFA has representatives in all districts of Tajikistan and has been involved in the Rogun project; Operate a grievance mechanism in each district, including for women reporting violence (also available to men and other types of complaints and requests), since 2022. Training on its operation available. First such mechanism in Central Asia. 235 grievances had been received at the time of the meeting. COWFA cooperates with relevant ministries and authorities to solve these issues; Involvement in livelihood restoration for resettled women; A training program for women to gain skills to work on the Project coordinated with the Ministry of Labor. However, it is unclear whether this led to real employment; Involvement in three shelters – one public and two private; The Presidential Fund provides grants up to 20,000 somoni for women to start businesses, all over Tajikistan. A business case is required to access this, but the businesses are not monitored; and New legal projects concerning violence against women and girls (e.g. 'No to Violence' in 2023).
09.03.2023	Woman nurse at Project on-site medical center	Discussions regarding working conditions and safety; Works the 7am-7pm shift for 15 days on followed by 15 days off; Medical centre is located approximately 100km away from dormitory, with no transportation provided back to their accommodation at the end of their shift; Medical workers all live together (15 people); and All 15 medical workers living in the camp have to share shower facilities as there are no separate washing facilities for men and women in doctors' camp. Female worker expressed that she would like more female only shower facilities.
09.03.2023	Women workers at Vakhsh Sokhtmon Accommodation	Up to 190 residents live in the accommodation – majority are men, but six women also live there and share one room; The women work as cleaners and cooks/kitchen staff; Six women share one shower; and Transport provided to and from work site.
11.03.2023	Women workers at TGEM Accommodation	Mixed-sex accommodation block located below the TGEM canteen for the canteen workers; Separate rooms for men and women (5-6 people per room); and Separate toilet and shower cubicles for men and women are provided but these are located in close proximity within the same room, with only a poor-quality shower curtain for privacy.
12.03.2023	Women workers at Rogun JSC Accommodation	Free accommodation provided to workers in blocks in Rogun town; A female worker (who lived with her sister and their children) was interviewed. Both women had professional jobs at Rogun JSC. The children attend the state-run school in Rogun town; Discussions regarding working and living conditions. The interviewee reported a 'friendly' atmosphere at work and was happy with the flat.

Date	Participants	Summary of Key Discussions
		The flat provided by Rogun JSC was of a high standard. Grievances can be raised by reporting to the head HR manager at Rogun JSC, but there is no anonymous grievance reporting channel; and Twice yearly medical screenings are provided free of charge. Maternity leave is available via an application process.
7 July 2023	Head of Department of Women and Family Affairs (DWFA) Nurobod Head of DWFA Rogun	DWFA of both Rogun and Nurobod districts are closely engaged with community through the local government working group (which comprises local representatives from DWFA and other government agencies such as the Ministry of Health and Social Protection (together with doctors), the Ministry of Education and Science, Civil Registration Office, Police of Tajikistan, Committee on Religion, Regulation of Traditions, Celebrations, and Ceremonies (CRA) and jamoats). Once a week the working group visits the villages to meet with people and hold discussions on healthy family relationships, importance of education for girls and boys, importance of official marriage registration, physical and mental health literacy, especially for pregnant women, prevention of domestic violence (DV), etc. These meetings are attended by young and older generations of both genders. People who were resettled from other places due to the Project attend those meetings along with others. To support and promote women economic empowerment, DWFA provides presidential grants to female entrepreneurs who want to start own business. In 2022, four women from Rogun and four others from Nurobod received grants for launching bee-keeping business and greenhouses (Nurobod), and bee-keeping business, bakery and two sewing shops in Rogun. DWFA linked them to specialists who provide business and technical consultations. Many women approach DWFA regarding DV. DWFA works in close collaboration with jamoats in relation to DV within the villages. According to DWFA, they try to prevent family breakdown as not all parents want their daughters with her children to come back. DWFA office in Rogun has a corner with various publications on DV issues and instructions for each agency-member of the working group on their roles and actions to be taken. DWFA in both districts have registration books with all complaints received, which they track until resolved.
7 July 2023	Head of Department of Labor and Employment of Population (DLEP) Nurobod; Senior specialist of DLEP Rogun	DLEP of both districts register unemployed people. DLEP runs monthly job fairs and invite those registered as unemployed. Since January 2023, 341 women approached DLEP regarding employment in Nurobod, 240 of them received seasonal jobs at dekhan farms and were paid in-kind. Forty-two of them were enrolled in vocational courses. There are vocational schools in both districts, which offer various vocational courses (ranging from one month to three months in duration), including computer courses, welding, accounting, sewing and cooking courses. In Nurobod the Head of DLEP mentioned that women are interested in other trainings, such as growing strawberry and vegetables in greenhouses, beekeeping, livestock breeding, etc. DLEP provides small no-interest loans for the amount of 1,000-5,000 TJS for a three-year term to those who want to start a business related

Date	Participants	Summary of Key Discussions
		to trade, services, and agriculture. Women have priority in receiving those loans due to government efforts on promoting employment among women and their economic advancement. In Nurobod, 15 women out of 90 who completed the vocational courses in 2022 received such loans to initiate home-based business. In Rogun, 60 women completed vocational courses during this period.
7 July 2023	Head of Duty Unit, Rogun – Police Department	Women often don't turn to the police as the first port of call relating to DV but rather become involved when the hospital contacts them or through their participation in the local government working groups. Within the first six months of 2023, Rogun's police department registered 10 complaints from women on DV.
9 July 2023	Head of the Department of Internal Affairs, Nurobod – Police Department	Police are actively involved in the local working groups including its weekly visits to villages to meet with people. Police officers often participate at various training on GBV prevention where they learn how to react to DV cases and communicate with DV victims. They understand that women are reaching out the police department when other options haven't succeeded, and they might be in a poor psychological state. Police report that they will often involve female doctors or DWFA when they observe a survivor in a poor emotional state. There are no police officers specializing in DV in Rogun or Nurobod. However, the representatives interviewed were well aware of the Police's roles and responsibilities in relation to receiving GBV complaints and had undergone training / had knowledge of GBV prevention measures and actions to be taken.
July 2023	NGO "Nihol"	Nihol is a new NGO established in early 2023 with EU funding. It provides legal aid to women. According to the representative, Nihol provides psychological assistance to women in addition to legal aid.
July 2023	Director - NGO "Zanoni Komyob"	The NGO's remit doesn't directly relate to GBV however they support the empowerment of women by promoting handmade products produced by women in rural communities, helping them to sell it and make profits. The NGO has been working for one year and so far, hasn't received any grants.

KEY FINDINGS FROM THE FOCUS GROUP DISCUSSIONS

17.9.2. Focus group discussions (FGDs) were held with 18 women only groups in July and August 2023, including seven in Nurobod district, six in Rogun, four in Rasht and one in Faizobod.

17.9.3. **Table 17-13** below describes key findings from FGDs

Table 17-13 - Key findings from women FGDs

Subject	Key findings
Awareness of the Project	Awareness of the Project was generally high in all districts, including awareness of the benefits that it is expected to deliver to local communities (including improved power supply, national economic development and the opportunities to open businesses and access jobs as power reliability increases). Many of the women commented on a desire for more information about the project, the construction process and timelines.
Perspectives on current situation	The current socio-economic conditions of women participating in the FGDs varied greatly depending on the village they come from and how well serviced it is in terms of community infrastructure and services. Where community infrastructure lacked, few women were in formal employment (instead engaged in agriculture and orchard activities in their household plots) due to few opportunities and a lack of kindergarten. Girls were less likely to remain in education as parents are reluctant to send them to boarding school therefore female literacy rates are low. Where villages have a secondary school, girls have better access to education but are often not allowed (by family) to continue after secondary education. Where there are lots of facilities, higher rates of women are in employment in roles such as teachers, nurses and cleaners, however unemployment for men and women remains an issue. Few women are employed on the Project citing the distance but also the 15-day shifts as barriers as they cannot be away from home for this period. Additionally, they shared that husbands would not be likely to allow their wives to work in such a male-dominated environment.
Participation in decision making	While some women had attended meetings regarding resettlement, the majority cited men as being involved in consultation and decision-making regarding resettlement. Where women are heads of household, they are free to make decisions. In most other cases, including husbands working overseas, it is the husbands or parents who attend the meetings and make decisions and manage assets.
Expectations regarding resettlement	In general, women did not express concern about resettlement, but rather were positive about the opportunities that this could provide in terms of employment, education, community infrastructure. They were excited about improved medical facilities, schools, infrastructure and also see the availability of these facilities as providing employment as well as services. In case of resettlement women want to be provided with the same job/position, property, facilities and other conditions (water, weather conditions, electricity, transport) they have now. Kindergarten is must-have for them as there were women among participants whose children go to kindergarten while they are at work. In addition to the 0.08ha of land they have already received, some of them are looking forward to receiving additional land for agriculture or business (building shops, cafes) purposes. While they acknowledge that resettlement won't be easy initially, women expected that moving closer to Dushanbe will open for them other opportunities, such as access to finance - small grants programs, zero-interest loans; access to education: vocational and other specialized schools where girls can learn new skills.

Subject	Key findings
	People, including vulnerable women need help with transporting their belongings to new place.
Concerns	Concerns raised included compensation not yet received for relocation and the value of compensation. Other concerns centered around the availability of water at the new residences as well as assurance that they would be provided with jobs, property, facilities and other conditions (water, weather conditions, electricity, transport) they have now. Some women who currently live with their parents are concerned about when they will receive a land plot. Some women in resettled communities (particularly Qadi Ob and Sicharogh) described some concerns around not being able to get jobs and suggested the creation of sewing shops, bakeries or canning shops to create employment opportunities. They viewed there being many more job opportunities for men who could work at the Project. Other concerns centered around the many vulnerable women with the communities, for example those with disabilities, divorced women and widows either with small children or no children at all who need additional support during the resettlement. Participants suggested to help these women with house construction as well. Another concern of participants was their neighbors – they live together for a long time and would like to keep the same neighborhood after the resettlement as well.
GBV/SEA/SH support	Women reported turning to the village's head / Women's Council when concerns such as GBV occur. If it can't be resolved, they next turn to the Jamoat / Local Government working groups.

17.10 INTERNAL CAPACITY AND MECHANISMS

- 17.10.1. This section assesses the extent to which the Project has the capacity to prevent GBV/SEA/SH from occurring, encourage and enable safe and confidential reporting of GBV/SEA/SH and respond appropriately when reports are made. It also considers equitable access to Project opportunities and benefits to women within the local community.

PROCESSES, PROCEDURES AND POLICIES

- 17.10.2. Observations from a Labor Audit undertaken in 2023 showed a lack of adequate policies, procedures and codes of conduct relating to GBV / SH / SEA, as described below. There are currently no project-wide or site-specific HR policies or Code of Conduct and no requirements in the contracts of local contractors or sub-contractors to adhere to any particular labor standards or codes of conduct other than the national Tajik Labor Code and the Labor Management Procedures of the project. The Labor Code does not provide an obligation on employers to provide protection from GBV/SEA/SH in the workplace.

HUMAN RESOURCES POLICIES

- 17.10.3. The Labor Audit (2023) found that only three out of the 20 audited contractors that are currently engaged in the construction works for the Project have a Human Resources (HR) Policy.
- 17.10.4. While two of these contain sections on GBV and non-discrimination, there is no training conducted on these policies and they are therefore not cascaded from the corporate level down to the workforce.

CODE OF CONDUCT

- 17.10.5. Only seven of the 20 contractors working on the Project and audited as part of the preparation of the Labor Audit (2023) had a Code of Conduct to govern the behavior of employees on-site.
- 17.10.6. One of the contractors had developed a Project-specific Code of Conduct that was signed by the HR Director at the organization in January 2023, however although non-discrimination was covered there were no specific guidelines on harassment or GBV.
- 17.10.7. Only two contractors were found to have policies relating to GBV and none of the contractors were found to have a separate procedure to handle sensitive grievances.
- 17.10.8. Where Codes of Conduct were in place, it was evident that these were not communicated with all Project workers, majority of them were not signed by workers and no suitable training was in place. According to the Labor Audit findings, there was no evidence of reporting against the Codes of Conduct.
- 17.10.9. The Labor Management Procedures (2024) include a sample Code of Conduct for implementation. This has been widely shared and communicated throughout the Project workforce, as well as other Company and contractor policies regarding the prevention of GBV/SEA/SH and promotion of equal opportunities.

INTERNAL CAPACITY, ROLES AND RESPONSIBILITIES

- 17.10.10. While key entities including PMG, Rogun JSC, EPC contractors including Tractebel and WeBuild and non-EPC contractors have personnel to plan and supervise environmental and social matters, including OHS and human resources, none of the contractors working on the Project has a dedicated role or responsibility assigned to oversee gender related aspects or non-discrimination on the project.
- 17.10.11. The 2024 RLRF committed a standalone gender specialist under the Environmental and Social department of DFZ. Currently, the district level representatives of DFZ cover grievances and gender-related issues, as well as dealing with routine resettlement activities. Given the increased work under the upcoming resettlement program some of the roles and responsibilities need to be designated to individual technical specialists. DFZ is engaging at least three gender specialists under its E&S department.

TRAINING AND AWARENESS RAISING

- 17.10.12. The Labor Audit (2023) found that all contractors have mandatory Health and Safety (H&S) inductions when commencing works for the Project. Four provided sample H&S induction training content for review which included social aspects. In particular, Tractebel H&S induction has a section specifying the company Code of Conduct, including a statement prohibiting physical, sexual or verbal abuse, harassment, bullying, intimidating or discriminating against any other person. However, it was found that these induction processes are not always completed in full.

PROCUREMENT AND RECRUITMENT PROCESSES

- 17.10.13. Contractors seeking to recruit for positions on the Project write a list of job vacancies which is sent to Rogun JSC which then sources applicants through advertisements and monthly employment fairs. The LMP requires that the project provide equal opportunities for recruitment.
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WORK ENVIRONMENT

- 17.10.14. Currently, the majority of women employed on the Project are engaged in roles focused on cleaning, preparing food for workers and washing dishes as well as a small number of women nurses working on site and a few women who work in administrative roles within the HR Departments at the different contractor organizations. However, all OHS, and risk assessment should consider gender safety aspects and how to improve the safety of women working on the project.
- 17.10.15. Other risks to female workers can include sanitary facilities provided. During a 2023 Labor Audit, toilet and sanitary facilities within some worker camps (particularly camps for local Tajik workers) were found to be basic and unsanitary (for example the women's toilets shown in **Figure 17-3**). This included inequalities between male and female facilities with women's toilets located in dimly lit areas and without appropriate sanitary provisions. Shared shower facilities were also observed to exist in places. Since then, PMG and OJSC have worked with contractors to improve sanitary facilities for women.

Figure 17-3 - Women's Toilets at a Workers' Camp Site within the Construction Zone (August 2023)



GRIEVANCE REDRESS MECHANISMS

- 17.10.16. There is a GRM in place for workers. It includes procedures for handling sensitive grievances.
- 17.10.17. Three processes have been identified through which workers can submit grievances at the Project – through contractor HR staff, through the contractor's Trade Union, and through Rogun JSC.
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- 17.10.18. All of the 20 contractors engaged in the construction activities for the Project have formal grievance mechanism procedures for workers to raise suggestions, complaints and requests. None of the contractors engaged in the construction works for the Project have a separate grievance procedure to handle sensitive grievances, such as for those relating to GBV/SEA/SH.
- 17.10.19. The many contractors without GRMs in place relied on 'open door' policies where staff could raise concerns to their health and safety, site or HR managers or through their trade union worker representative.
- 17.10.20. Workers can raise grievances with the Leader of the Primary Trade Union of Rogun JSC, however procedures are not in place to handle sensitive grievances nor anonymous submissions.
- 17.10.21. The Mayor of Rogun's Office plays a leading role in managing and monitoring local community complaints. Members from the local community can go into the mayor's office on Saturdays to file complaints either in person or via a complaints box on the Project. However, this is not an avenue for the submission or management of sensitive or even anonymous grievances.

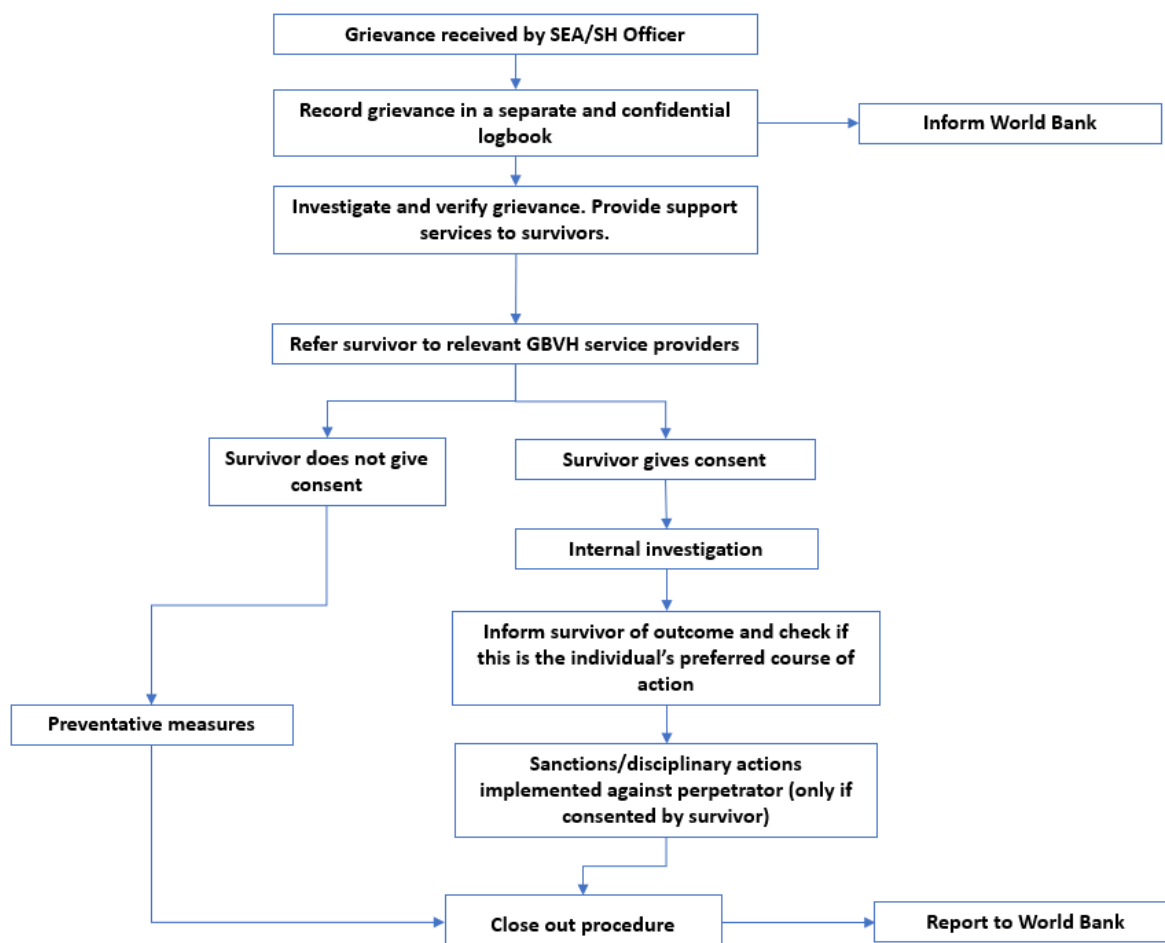
PROPOSED SENSITIVE GRIEVANCE REDRESS MECHANISM

- 17.10.22. PMG is working on strengthening the GRM to include appropriate mechanisms for receiving and managing sensitive grievances within the workforce and the community. It will be critical to disseminate information on the sensitive grievance process, the company and contractors' policies relating to SEA/SH, the Code of Conduct provisions relating to acceptable behaviors including SEA/SH and policies on equal opportunities and non-discrimination.
- 17.10.23. Sensitive grievances need to be dealt with in a confidential and timely manner. Survivors of sexual harassment may feel too intimidated to lodge a grievance in person, so measures are being put in place to allow allegations relating to SEA/SH to be submitted through anonymous and confidential channels.
- 17.10.24. The person responsible for the sensitive GRM must have experience dealing with SEA/SH issues and be specialized training in safeguarding policies and procedures. This individual will also monitor and report on the presence or absence of violation cases and should be supported by nominated gender focal points, as per the Gender Action Plan appended.
- 17.10.25. Sensitive grievances, such as those relating to SEA/SH, will be recorded in a separate grievance logbook with restrictive access measures e.g., password protection.
- 17.10.26. Multiple communication channels are available for workers and community members to find an avenue that they are comfortable using. Communication channel options for workers include verbally, through discussions with managers or worker representatives, letters, suggestion boxes located on-site and within worker accommodation facilities, mobile phone hotlines or a QR code scanning system. Options for community members include mobile phone hotlines or WhatsApp, via website or QR code scanning systems, by letter, or through District Livelihood and Engagement officers (DLEO) (see Gender Action Plan appended below).
- 17.10.27. The grievance mechanism, including its function to handle sensitive grievances, should be widely communicated among workers and affected communities. Further details on grievance mechanisms including the handling of sensitive grievances, mechanisms for the communication of the GRMs, timeframes for responding and escalation processes are described within the Stakeholder Engagement Plan chapter (Volume 13, A13 of this ESIA) and the Labor Management Procedures (Volume 3, A12 of this ESIA). This includes a two-tier process, whereby tier 1 is an
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internal process that seeks to address and resolve grievances with the grievant, and tier 2 is an external process involving third parties which applies if a resolution was unable to be reached (subject to the grievant approval). It should be noted that all sensitive grievances, such as those relating to GBV/SEA/SH will be directed to and managed by a sensitive GRM officer.

17.10.28. Upon receipt of a sensitive grievance, the SEA/SH Officer will register a grievance within two working days of submission and acknowledge receipt of a complaint with the complainant (where not anonymous) within three working days. The target date for resolving a grievance will be ten working days from the date of receipt of a complaint, however more complex investigations may take longer. If an investigation requires more than ten days, a notice of delay will be issued three working days before the expiry of the resolution target date.

17.10.29. The sensitive grievance procedure is presented below⁶⁸.



⁶⁸ The diagram mentions informing and reporting to the World Bank at certain steps. The World Bank is one of the project's lenders. PMG will be expected to inform other lenders in accordance with their policies.

- 17.10.30. If a resolution to a grievance cannot be reached, serious or persistent grievances may be addressed through the World Bank Grievance Redress Service (GRS). Further details of the GRS, including contact details, are set out in the Stakeholder Engagement Plan (Volume 3, A13 of this ESIA).

17.11 GENDER SAFETY AND PROJECT DESIGN

- 17.11.1. The Project is located in a remote site accessible by narrow, steep, unsealed and un-lit roads. Reports of female staff having to flag down a lift to return to their homes following shifts working on the Project presents significant risk of GBV / SEA / SH. Adequate staff transport needs to be put into place to manage this risk.
- 17.11.2. Worker accommodation was observed to be of varying standards, with a proportion of sub-standards including female camps and unsanitary female facilities as well as female showers located in close proximity to male showers with only a curtain for privacy. Worker accommodation and facilities must meet standards as described in the Labor Audit Report (2023). Additional gender-responsive health and safety (H&S) measures are being implemented across the Project site such as adequate lighting around the roads and worker camps, well-lit lockable wash and toilet facilities, providing safe commuting transportation to and from work shifts and menstrual hygiene management facilities. Additional CCTV could also be considered.
- 17.11.3. In relation to resettlement, there are risks of resettled women feeling unsafe in new communities and environments. Additionally, women in host communities may feel unsafe with the new influx of resettled populations. Women impacted by resettlement must be engaged in consultation on this including decision-making regarding selected communities for resettlement. Where possible, women may be offered the chance to visit resettlement communities to aid informed decisions regarding choice of destination. The SEP includes measures for women's participation in consultation processes.

17.12 IMPACT ASSESSMENT

INTRODUCTION

- 17.12.1. This section provides overview of key social impacts where gender aspects are prominent, highlighting where and how particular adverse impacts may be felt by women (and mitigation and management measures relating to these) or where opportunities exist for women.
- 17.12.2. While the Project provides the potential for many opportunities and benefits for women among Project affected communities and nationally (including employment and skills development, improved living and socio-economic conditions and commitments delivered through benefit sharing investments), the Project also has potential to exacerbate existing inequalities with adverse impacts for women (including unequal access to employment, increased GBV and SEA/SH risks etc.).
- 17.12.3. Key when identifying potential impacts is consideration of how to avoid adverse impacts being experienced disproportionately by the vulnerable, including women, and ensuring that Project benefits are equitably distributed.
- 17.12.4. Mitigation and management of impacts should be considered within the context of a mitigation hierarchy consistent with the World Bank's ESF and described below:
- a. Anticipate and avoid risks and impacts;
-

- b. Where avoidance is not possible, minimize or reduce risks and impacts to acceptable levels;
- c. Once risks and impacts have been minimized or reduced, mitigate; and
- d. Where significant residual impacts remain, compensate for or offset them, where technically and financially feasible⁶⁹.

17.12.5. Consideration has been given to both the SEA/SH risks that the Project may introduce or exacerbate and the local capacity to prevent and respond to incidents of GBV.

KEY RISK FACTORS

Country Risk Factors

17.12.6. At the national level, a number of factors including limited employment opportunities, security risks emanating from the border with Afghanistan and social risks from high poverty rates and limited-service delivery in rural areas contributes to risk of social and economic vulnerability. As outlined in Section 17.7 above, a number of key GBV risk factors^{70, 71, 72} exist within the Tajikistan national context. These include:

- High levels of gender inequality;
- High levels of partner violence;
- High levels of poverty;
- Male dominated/non-egalitarian decision-making and income;
- High levels of unemployment, particularly in rural areas;
- Cultural and social norms that include high levels of acceptance of partner violence and the justification of violence against women and girls;
- Limited access to/engagement in formal wage employment for women, particularly in rural areas;
- Ease of divorce; and
- High levels of perceived corruption among local authorities⁷³.

⁶⁹ World Bank Group (2017), Environmental and Social Framework, <https://thedocs.worldbank.org/en/doc/837721522762050108-0290022018/original/ESFFramework.pdf>

⁷⁰ IfC (2020), 'Addressing Gender-Based Violence and Harassment Emerging Good Practice for the Private Sector', https://www.ifc.org/wps/wcm/connect/f1645167-7eff-439b-922b-7656c75320ab/GPN_AddressingGBVH_July2020.pdf?MOD=AJPERES&CVID=orHDkxv

⁷¹ World Bank Group, 'Violence Against Women and Girls (VAWG) Resource Guide', <https://www.worldbank.org/content/dam/Worldbank/document/Gender/VAWG%20Resource%20Guide%20Introduction%20July%202014.pdf>

⁷² World Bank (2020) 'Good Practice Note: Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing Involving Major Civil Works', <https://thedocs.worldbank.org/en/doc/741681582580194727-0290022020/original/ESFGoodPracticeNoteonGBVinMajorCivilWorksv2.pdf>

⁷³ Corruption Perceptions Index (2022), <https://www.transparency.org/en/cpi/2022>

Project-related risk factors

- 17.12.7. This section provides a high-level assessment of key gender-related risks and relating to women living or working on the Project or within Project affected communities.
- 17.12.8. There are a variety of risk factors that can contribute to SEA / SH in major projects^{74, 70}. Of these, risk factors that are notable on the Project include:
- High levels of national and/or regional GBV (presents a higher risk that a project will reinforce or exacerbate this in some way);
 - Limited services or low capacity for service provision for survivors;
 - Large geographic span of the Project and affected communities;
 - High levels of poverty and vulnerable populations within the Project area;
 - Long term duration of the Project;
 - Project workers who are not local including a large influx of male workforce;
 - Worksites in remote locations; small and/or rural host community (noting that the majority of incoming workers are housed within accommodation on site rather than within local communities);
 - Unequal participation of community members in consultations;
 - Lack of sanctions for inappropriate behavior from employers;
 - High incomes for project workers compared to surrounding communities;
 - Increases in income enables transactional sex and risks exploitative relationships;
 - Lack of information for individuals on how to report grievances;
 - Transportation of goods over long distances; and
 - The use of security personnel.
- 17.12.9. The key identified project-related gender impacts as they relate to the Project are described in Table 17-5 below. Impacts have been rated according to the methodology described in the Social Impact Assessment (2023) including the Impact Significance Matrix shown in Table 17-4 below.
- 17.12.10. The gender related impacts have been evaluated and ranked based on the findings of the research undertaken for this report, including the desktop review of national and Project relevant policies, plans and documents, observations from the field visit and the local survey, focus group discussions and key informant interviews.
- 17.12.11. It is important to note that risks and impacts will change over time and so need to be continuously monitored throughout the Project lifecycle, including new and evolving impacts and the effectiveness of mitigation measures.

Table 17-14 – Impact significance matrix

⁷⁴ World Bank Group (2020), 'Good Practice Note Environmental & Social Framework for IPF Operations - Addressing Sexual Exploitation and Abuse and Sexual Harassment (SEA/SH) in Investment Project Financing involving Major Civil Works', <https://thedocs.worldbank.org/en/doc/632511583165318586-0290022020/original/ESFGPNSEASHinmajorcivilworks.pdf>

Impact Magnitude	Receptor Sensitivity		
	Low	Medium	High
Beneficial	Positive	Positive	Positive
Very Small	Negligible	Negligible	Minor
Small	Negligible	Minor	Moderate
Medium	Minor	Moderate	Major
Large	Moderate	Major	Major

DIRECT CONSTRUCTION-PHASE GENDER-RELATED RISKS AND IMPACTS

Table 17-15 - Construction-phase Gender-related Risks and Impacts

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
1. Workers' accommodation and potential large influx of majority male workforce	The large influx of a majority male workforce presents an increased GBV/SEA/SH risk for women in the local community and Project workforce.	As of May 2025, there is a construction workforce of approximately 17,000 of which approximately 75% are estimated to be non-local workers (based on 2021 data and noting that at the time of writing, updated data have not been available). Peak workforce size is expected to be near 20,000 workers by the late 2020s. The large influx of a majority male workforce could present a threat of GBV / SEA /SH (including physical or verbal harassment) to women in the local community (which is relatively small – Rogun City has an estimate population of approximately 15,000 or 44,000 when including surrounding communities). The workforce is largely segregated from the community with dedicated workforce accommodation provided. Employees work in shifts (generally 15 days on and 15 days off) and transportation is provided so that they can return to their home communities during time off work. However, there is still potentially a significant number of workers residing within and	Major (Considering the High vulnerability of females within the workforce and community, and the Large magnitude of impacts).	• A Project Code of Conduct, which governs behavior on site and in accommodation and is applicable to all workers, must be in place and widely communicated. Contractors must have supporting policies and procedures in place to prevent GBV/SEA/SH. • Effective Grievance Redress Mechanisms must be in place and well communicated to the workforce and local community. • Mandatory inductions and refresher training must be in place to raise awareness of GBV/SEA/SH policies, grievance procedures, acceptable interactions with the community and the Code of Conduct. • Appropriate and adequately trained staff must be employed to handle reports of misconduct including sensitive grievances. This includes engagement of an expert gender consultant to be embedded within the PIU. • Workforce accommodation arrangements that house workers in separate and well-serviced self-

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
		interacting with communities such as Rogun City. The risk of domestic violence for women in local communities may also increase as social dynamics change including potential social conflict between incoming workers and the local community, fraternization between Project workers and women in the local community and shifting power relations. The large expat male workforce can create demand for sex work and there is potential for risks related to prostitution, although no evidence for this has been found to date. It should also be noted that evidence from FGDs and household surveys does not suggest that a significant increase in GBV/SEA/SH has occurred.		contained facilities, as recommended in the Labor Management Plan, should be utilized as much as possible. • Transportation arrangements allowing workers to return to their home communities during time between shifts to continue. • Contractors to have policies in place relating to GBV/SEA/SH and the handling of sensitive grievances. • Contractors will be contractually obligated to include provisions against GBV/SEA/SH, which will be stipulated within the CoC to be signed by all Project workers. • Actions should be investigated to support the increased capacity of community service providers to prevent and respond to GBV/SEA/SH, for example through engagement of additional staffing or resources and the creation of additional shelters and other facilities that respond to community needs. • H&S inductions to be completed in full.
2. Gender appropriate facilities and accommodation	Inadequate or inappropriate worker accommodation	Limited accommodation and social amenities and unfavorable conditions in some worker camps for female employees increases SEA / SH risks and may	Major (Considering the High vulnerability of females within the workforce, and the	• Improve living and working conditions for Project workers to a consistent level that meets international standards and includes safeguards to reduce

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
	and facilities increases the vulnerability of women.	discourage women from accessing employment opportunities on the Project. The remote location of the Project site presents a risk for female employees who may need to travel to and from local communities or worker camps. Inadequate transportation for workers travelling to and from the Project site, including female workers walking long distances and hitch-hiking to return to their accommodation following work shifts, leaves women at increased risk of violence and harassment.	Large magnitude of impacts).	GBV/SEA/SH risks to female employees. This includes provision of separate, lockable male and female showers and suitable (safe and sanitary) toilet facilities with sanitary provisions. • A Worker Accommodation Management Plan should be implemented which adheres to international standards (e.g. EBRD/IFC, ILO, WHO) and all accommodation in compliance with this (including the provision of safe, secure and sanitary facilities and adequate lighting in corridors and along pathways to communal areas such as canteens). • Implement women-only transport arrangements that meet the needs of workers including timely transportation to and from the workplace / accommodation at the beginning and end of shifts. • Well-communicated, appropriate grievance mechanisms in place so that workers can report any issues with inadequate transport.
3. Health and Safety for female employees	The work environment may present health and safety risks	Work conditions that are not gender-sensitive may adversely impact female employees, for example where the Project environment and workforce facilities lack	Major (Considering the High vulnerability of females within the workforce, and the	• Integrating gender-responsive H&S measures across the Project site, including adequate lighting around the roads and worker camps, well-lit

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
	for female employees	appropriate health and safety measures, or the work environment is designed for a male workforce.	Large magnitude of impacts).	lockable wash and toilet facilities, providing safe commuting transportation to and from work shifts and menstrual hygiene management facilities. • Undertake gender-sensitive H&S assessments for each job/task and implement appropriate mitigation/control measures.
4. Internal capacity & gender mainstreaming	Lack of adequate policies, procedures, GRM or reporting mechanisms increases vulnerability of women working on the Project due to limited capacity and tools to manage sensitive grievances.	Currently the Project lacks adequate Grievance Redress Mechanisms for Project workers or the community, leaving women with limited options to confidentially and anonymously report concerns or GBV/SEA/SH related grievances. The lack of internal policies and procedures including a Project wide Code of Conduct adequate HR policies also leave women at risk. Lack of internal capacity including required roles and capabilities to effectively and appropriately address grievances leaves women at increased risk of SH / SEA.	Major (Considering the High vulnerability of females within the workforce, and the Large magnitude of impacts).	• Implementation of gender sensitive workers' and community GRMs aligned with international standards and requirements. • Project staffed with adequately trained personnel equipped to manage and report on sensitive grievances. • Implementation of Project wide Code of Conduct including training and communication in relation to this. • Awareness raising of GRM among Project workforce and community. • Project to recruit an appropriately trained gender focal point or resource/s to manage gender aspects including handling of sensitive grievances received from Project workers and the community.

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
5. Recruitment bias	Poor quality policies and procedures presents a risk of discrimination and bias during recruitment processes.	While the Labor Code (Article 7) prohibits discrimination, a lack of policies and procedures relating to recruitment processes (only 3 out of 20 contractors currently working on the Project have a HR Policy in place) along with the absence of training and awareness on this increases the risk of potential discrimination and unconscious bias during recruitment that may disadvantage women and prevent them from having equal access to opportunities.	Major (Considering the High vulnerability of females within the community and workforce, and the Large magnitude of impacts).	- Project must implement policies of non-discrimination, equal treatment, and equal pay for work of equal value in line with international standards. - Every employer to direct or contracted Project workers to ensure that the selection process bias-free. - Training and awareness activities must be delivered relating to these policies and procedures and unbiased and transparent recruitment processes.
6. Resettlement and livelihood restoration	Resettlement can potentially leave women at increased risk of GBV.	Resettlement can potentially leave women at increased risk of GBV in households. Increased pressure, potential changes in social dynamics and loss of social networks could expose women to higher levels of vulnerability. Male partners could feel overwhelmed due to the changes resulting from relocation, causing tensions and violations towards their spouses. The Project seeks to enable women to participate in consultation and decision-making, which may affect the dynamic of households in which women have limited voice. This can leave women vulnerable to DV if husbands and fathers feel like they are being challenged. However, all key resettlement decisions are the ultimate	Moderate (Considering the High vulnerability of females within the community, and the Small magnitude of impacts (assessed as 'Small' due to lower level of likelihood based on little evidence of concern within the community and general positive sentiment regarding resettlement).)	- Conduct resettlement processes in accordance with the Resettlement and Livelihood Restoration Framework, Resettlement Action Plan and in line with national and international standards to minimize adverse social impacts. - Establish and widely communicate (among women being resettled and women within host communities) an effective grievance redress mechanism. - Build internal capacity to address sensitive grievances and refer women appropriately.

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
		responsibility of the registered Head of Household (HoH) (who may be male or female) under the current process, while the level of influence of other household members is dependent on existing intra-household relationships. This means that power dynamics are unlikely to be affected. Women may have increased access to economic empowerment opportunities after resettlement, which may leave them at a heightened risk of GBV within their homes if social norms and gender expectations within patriarchal households are disrupted. A lack of local services enhances this risk. Additionally, women's real and perceived safety may be impacted if resettled into communities considered to be unsafe. However, it should be noted that no concerns about GBV/SEA/SH were raised during the FGDs, while >99% of household survey respondents stated that women felt safe in the resettled communities and that no GBV incidents had occurred (the few individuals expressing concern about women's safety were in Tursunzoda). Just 1.7% of female respondents selected DV as the most important problem in the community.		

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
	Resettlement can lead to increased vulnerability and disadvantage for female heads of household.	There is a significant proportion of female headed households within the Project area (the household survey (900 households) showed nearly 18 percent were female-headed households, compared to an average of approximately 16% across rural Tajikistan). Female-headed households (HoH) (as well as women acting as de facto HoH while the HoH is absent, e.g. for labor migration) may be more adversely impacted by the need to resettle and build their new houses. For example, they are less likely to be able to rely on construction labor from their own households, which typically contain few adult males, and may be required to hire construction workers from their own funds or using their asset compensation. Sometimes these women are assisted by the community, but this cannot be guaranteed. There is a risk that resettlement will more adversely impact these women if their specific needs and requirement for support are not understood and accounted for in the resettlement process. During FGDs, female head of households expressed concern about their ability to transport goods and construct new homes –	Moderate (Considering the High vulnerability of females within the community, and the Small magnitude of impacts (assessed as ‘Small’ due to support available to help with resettlement).)	• Additional assistance should be provided to vulnerable groups, such as female headed households as per the RLRf. • Livelihood restoration processes should understand and account for the challenges faced by households left behind by men undertaking labor migration. • Information disclosure and consultation processes should carefully consider engagement of women, identifying and overcoming barriers to equal participation so that women’s views, needs and concerns are understood and incorporated, in line with the RLRf, SEP and existing efforts. • Ensure that transportation and construction assistance is available for women unable to source labor from within their own household if needed. • Women to be given entitlements on an equal basis to men.

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
		there was a lack of clarity regarding the support available. Women may lose social connections, support networks, decision-making power or employment opportunities during resettlement processes, particularly those living within households where they have limited influence. Stress and isolation could lead to health impacts. Men and women in FGDs were unsure if single adult women living with their parents would be eligible for additional land plots in the same way as adult sons. Policy on this matter is unclear.		
	Resettlement processes may place women at risk of losing assets or compensation where there is a lack of clear	Women can be at risk during displacement and resettlement where there is a lack of clear housing ownership and tenure security if women's rights are informal, for example if a divorce is not formalized⁷⁵. This risk is enhanced by the legislation whereby the Law on State Registration of	Moderate (Considering the High vulnerability of females within the community, and the Small magnitude of impacts (assessed as 'Small' due to little	• Security of tenure should be ensured for women on equal terms to men, as required by national law. • Measures should be taken to ensure receive due compensation on equal terms to men, as required by national law.

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
	ownership or tenure.	Legal Entities does not require joint registration of jointly held entities. If land is contested, those whose names are not registered are required to go to court to prove ownership. The prevalence of unregistered marriages in Tajikistan is also a factor that puts many women at risk. The proportion of local men who are working overseas, some of whom don't return, may also present a risk for abandoned families where a property is in the absent husband's name.	evidence that this has emerged as an issue to date).	• Women's ownership rights are recognized regardless of marital status as per international and national standards. • Ensure that support is available to assist those who are not legally or financially literate, including facilitating access to documents required. • Legal assistance to be provided in cases where ownership is not formalized.
	Resettlement processes may disproportionately and adversely impact women who rely on informal income generation activities.	While it is noted that focus group discussions show a high level of optimism among women about the enhanced opportunities that resettlement presents, consideration must be given to addressing impacts related to women's income generation activities. Women are generally more likely to generate income from informal income generation activities such as through selling excess produce and homemade wares at markets and roadsides. Their ability to do this will be greatly affected and disrupted by resettlement and special consideration will	Moderate (Considering the High vulnerability of females within the community, and the Small magnitude of the impacts (assessed as Small due to limited evidence to date that women local to the project are overly reliant on informal income generation activities).	• Compensation packages and additional support for vulnerable groups must be provided in accordance with the RPF including the Entitlement Matrix. • Understand the perspectives of women through inclusive consultation processes targeting equal participation of men and women to inform the planning and implementation of livelihood restoration and enhancement measures. Seek specific feedback from women on their desires in terms of employment, skills and training and preferences around vocations. Consultation processes must be designed to support equal participation of women (e.g. appropriate

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
		need to be given during livelihood restoration processes. Data (from the household survey) shows that 14% of women in the sample have an income, of whom 7% described themselves self-employed (compared to 5.5% of men), although it is possible that irregular incomes were under-reported. Women moving from rural to urban areas can be particularly vulnerable group, due to the reduced opportunities for agricultural livelihoods and the need to gain additional income-generating skills. The household survey shows over 4.5 percent of women highlighting arable agriculture as their primary source of income and a total of nearly 6.5 percent when including cattle breeding and subsistence farming. Women wishing to enter the workforce for the first time will also require special support and consideration (FGDs show significant interest among currently unemployed women in accessing employment opportunities following resettlement). Many women in Tajikistan, including within some of the Project affected communities (particularly where there is a current lack of opportunities), do not have an income, leaving them vulnerable due to a lack of		meeting times, transport, childcare support, as well as convening of women-only meetings when appropriate). • Livelihood restoration processes must be based on an understanding of, and accounting for, differences between typical income streams of men and women and the different project impacts experienced by each, as well as differing preferences and cultural expectations. • Ensure that kindergarten facilities are provided at resettlement sites. • Consider partnerships to best support training and employment opportunities for women affected by resettlement.

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
		economic independence and agency. If the Project impacts women's access to informal income generation, it could exacerbate this. However, resettlement could also increase women's access to employment opportunities, and the interviewed women were optimistic about this. Some post-resettlement women, however, expressed concern over a lack of culturally acceptable jobs in their new locations. Other women stressed the importance of kindergartens in enabling them to work (children in Tajikistan start school at age seven).		
	Resettlement may adversely impact on the ability to undertake subsistence farming and therefore food security for women.	The majority of households within the Project area practice some level of subsistence farming, relying on this for food and generating income from selling surplus, although for the majority this is not their main income stream. Women in particular rely on informal means of generating income such as through the sale of surplus produce. This leaves women particularly vulnerable to economic shocks and insecurity. However household survey data shows a small proportion of women nominating subsistence farming as their primary source of income (0.7%).	Minor (Considering the High vulnerability of females within the community, and the Very Small magnitude of the impacts (assessed as Very Small due to limited evidence to date that women local to the Project are overly reliant on subsistence farming for food security).)	- Understand reliance on subsistence farming for food. - Undertake inclusive consultation with women to understand their activity in the informal economy manage this through livelihood restoration programs.

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
	Resettlement may adversely impact women by disrupting access to resources or services and increasing the burden relating to unpaid and home-based work.	Women are likely to be disproportionately impacted by infrastructure and service interruption as women are the main users of utilities at home. This can increase the burden felt by women in relation to unpaid and home-based duties. Women also take on additional childcare responsibilities where schools and kindergartens are not available or accessible. The majority of women engaged through focus group discussions were optimistic about improved access to resources during resettlement, often citing issues – for example with access to water – in their current communities. However, previous studies for the Project in 2021 and focus group discussions in 2023 found evidence of families being resettled before facilities such as schools, kindergarten or water infrastructure were fully established.	Moderate (Considering the High vulnerability of females within the community, and the Small magnitude of impacts (Assessed as Small considering the likelihood with many resettled and host communities positive about the facilities available).	- Understand use of and reliance on resources from Census and Household Survey as well as consultation programs and take measures to avoid disruption where possible and manage adverse impacts where disruption is unavoidable. - Plan for new communities appropriately including social infrastructure, particularly kindergartens and schools, and services needs and ensure fully operational prior to resettlement.
	Loss of social capital due to resettlement may increase women's vulnerability.	Loss of social capital as social and other support networks are disrupted, and social fabric weakened due to displacement and resettlement may disproportionately impact women who particularly rely on these	Minor (Considering the High vulnerability of females within the community, and the Very Small magnitude of impacts (Assessed	Equal and inclusive consultation processes to ensure that the concerns and needs of women are understood and accounted for and that women are empowered as far as possible to contribute to decisions about

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
		networks and therefore increase their vulnerability. HoH/HoF have a free choice between resettlement sites. The level of input from other family members varies between communities and households. FGD data suggests that some women have a strong influence on resettlement decisions, whilst others (particularly young women living with parents or in-laws) have limited voice.	as Very Small due to the likelihood being low with efforts being made to relocate communities together / provide choice).	resettlement, in line with the RLRf and SEP.
	Resettlement and livelihood restoration processes may present competition for resources resulting in conflict that increases the vulnerability of women.	Women in host communities may be impacted as the newly resettled communities create competition for scarce community resources or social infrastructure. Improvements in infrastructure resulting from investment due to resettlement may also benefit host communities. Current evidence suggests that host communities are not losing access to services or resources due to resettlement.	Minor to Positive (Considering the High vulnerability of females within the community, and the Very Small or Beneficial nature of impacts (Assessed as Very Small to Beneficial due to the likelihood being low with women in host communities positive about benefits relating to improved facilities, infrastructure and job opportunities)).	- Well planned resettlement communities with adequate social infrastructure and services to avoid pressure or competition for these. - Inclusive consultation processes with host communities that attract equal participation from men and women to understand concerns and issues – including those that may relate to services, social infrastructure and community resources – are understood and can be addressed.

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
	The process of splitting large households into smaller family units may impact women's position within the household dynamic, positively or negatively.	DFZ currently provides land and asset compensation to the HoH, but large households containing multiple nuclear families are provided with an additional land plot for each family as an additional benefit. The families use the additional land plots in different ways; some families continue to reside within the same household and use the plots for farming, but the majority construct a new house (from their own funds, from saving while the family stays with the original household temporarily, or by splitting the asset compensation to build multiple smaller houses instead of one large one). Current evidence from FGDs and household surveys suggest that this additional benefit is welcomed by PAPs. However, it is possible that, in individual cases, women may become more isolated and vulnerable, particularly in DV situations perpetrated by the spouse. Conversely, though, women experiencing DV from other family members, such as in-laws or parents, may experience increased freedom and a healthier home environment. FGD participants were unsure whether single women were eligible for land plots but appeared supportive of the idea.	Minor to Positive (Considering the High vulnerability of females within the community, and the Very Small to Beneficial nature of impacts, given the evidence.	- Establish and widely communicate (among women being resettled and women within host communities) an effective grievance redress mechanism. - Build internal capacity to address sensitive grievances and refer women appropriately. - Only married children in a household are eligible for land plots.

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
7. Equal access to project opportunities	National legislation (the Labor Code that prohibits women from certain professions) as well as social norms and traditions, care and home-based responsibilities or family pressures may lead to women having unequal access to opportunities to benefit from the project.	Women may be prevented from having equal access to opportunities with the Project due to factors including the Tajikistan Labor Code (that prohibits women from certain professions including many of relevance to the Project), social norms and family expectations, home-based duties or limited education or skills. Perceptions, as evident in focus group discussions, are that the Project provides job opportunities for men but fewer for women. Poor policies and procedures and unfavorable conditions may contribute to preventing women from benefiting from enhanced employment opportunities on the project. Care responsibilities and a lack of childcare facilities may hinder women's ability to have equal access to Project opportunities. Unequal participation in consultation and decision-making processes mean that the views and interests of women are less likely to inform benefit sharing initiatives.	Major (Considering the High vulnerability of females within the community, and the Medium magnitude of impacts (Assessed as Medium due to the extent and duration of this impact)).	- Explore opportunities to support skills related programs for women to position them to access employment opportunities, including through partnerships. - Awareness raising (through accessible communication channels that will effectively reach women) a wide range of employment opportunities with the Project including those not within banned professions and those that are not subject to shift work. - Clear and mandated policies and procedures relating to non-discrimination, equal treatment, equal pay for work of equal value and transparent recruitment opportunities must be implemented and communicated. - Employee selection processes and relationships must be free and based on the principles of fair treatment, non-discrimination and equal opportunity in line with the Labor Management Plan. - Consideration must be given to appropriate transportation that meets the needs of workers in accordance with international standards so that

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
				women are able to travel safely to and from work enhancing their access to job opportunities. • Consideration to be given to the availability of childcare facilities to enable women (including women in resettled communities) to participate in employment. • Efforts must be made to enable equal participation by men and women in consultation processes – including identification of barriers to this and how they may be overcome – so that women's views are understood and incorporated and influence outcomes.
8. Decision-making	Factors including social and cultural norms, care responsibilities may result in women being excluded from or having a limited role in decision-making.	Male dominated decision making and women's limited role in decision-making risks Project decisions being informed by community input and feedback that predominantly reflects the interests and views of men. During female focus group discussions, most participants reported that it was the men from their households that attended meetings regarding resettlement, but some women had attended and / or had influence on household decisions.	Moderate (Considering the High vulnerability of females within the community, and the Small magnitude of impacts (Assessed as Small due to few women expressing dissatisfaction with their lack of participation and the potential for mitigation	• Enable women's equal opportunity to participate in consultations by considering location, timing, transport, childcare requirements or the need for women only activities. • Consider special arrangements to allow women with disabilities and of different ages to participate in consultation. • Tailor consultation questions to women to understand specific perspectives. • Use female/appropriately trained facilitators to lead successful consultation with women.

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
		Women therefore may be in a position where they disproportionately experience adverse impacts as these are not so well understood by Project teams, and women may stand to benefit less from the Project as their needs and priorities are less well understood. Women may be at increased risk of GBV / SEA / SH as they lack opportunities to make their concerns known so that they can be addressed, although available data suggests this is not a major concern for women in the Project area. Female heads of household attend head of household consultations on an equal basis to men.	measures to address this impact)).	- Encourage and enable the participation of young women in consultation by considering timing and location and provision of childcare / play equipment etc. - Leverage the influence of jamoats, village heads and women's councils to encourage inclusive male and female participation in decision-making.
9. Gender Referral Pathway	A lack of gender-related services and support leaves women more vulnerable to GBV/SEA/SH.	A lack of gender-related resources and support (nationally and particularly in rural and remote areas) as well as a lack of awareness where these services may exist, and referral pathways leaves women more vulnerable to GBV. While there is some evidence that improvements are being made in relation to the support available for GBV/SEA/SH survivors, reports highlight a severe lack of services including shelters and a lack of awareness among survivors of their rights.	Major (Considering the High vulnerability of females within the community, and the Major magnitude of the impacts).	- Map and understand referral pathways and services and support available to women including survivors of GBV/SEA/SH. - Establish an appropriate gender-sensitive grievance redress mechanisms to address grievances. - Internal appropriate resourcing and capacity to manage grievances, refer survivors to appropriate support and services.

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
				• Communication and awareness raising of support available. • Explore opportunities to support and increase the capacity of local service providers.
10. Security personnel	The use of security personnel on the Project can increase risks of SEA/SH.	As potential perpetrators, the use of security personnel can increase the risk of GBV/SEA/SH. The current lack of a gender-sensitive Code of Conduct exacerbates this risk. However, current evidence does not suggest this is a serious concern.	Minor (Considering the High vulnerability of females within the community, and the Very Small magnitude of the impacts (Assessed Very Small due to a lack of evidence of any issues with security, the majority of which are reportedly military)).	• Security personnel to sign Project Code of Conduct that includes reference to GBV/SEA/SH. • Security personnel to undergo regular training relating to the Code of Conduct and GBV aspects. • Security personnel to be screened appropriately for previous abuses or crimes. • Security and safeguarding measures such as CCTV to be considered. • Consider security staff of both genders.
11. Community Health and Safety	The large influx of a majority male workforce presents an increased risk of the spread of communicable disease including sexually	Women are at risk of being adversely impacted by the spread of communicable disease including Sexually Transmitted Diseases (STDs). Evidence from household surveys suggests a very small proportion of the community are concerned about this issue (9% stated communicable disease as the most serious problem in their community, including non-sexually transmitted diseases such as COVID-19).	Moderate (Considering the High vulnerability of females within the community, and the Small magnitude of the impacts (Assessed Small due to current lack of evidence of increased	• Measures as per the Community Health and Safety Management Plan relating to management of risk of communicable diseases must be observed including consideration of gender aspects including women's access to health facilities and availability of education and testing regarding sexually transmitted diseases.

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
	transmitted diseases.		spread of disease within the community)).	• Training and awareness for Project workers to cover Sensitization on STDs/STIs/communicable diseases.
	Resettlement within new communities and environments can risk adverse health impacts including stress related impacts.	Moving to a new environment (e.g. from a rural to urban or peri-urban environment) and resettling can present risks of health impacts including physical and mental health impacts, including for women. This impact may be exacerbated for women who are vulnerable or disempowered in decision-making.	Minor (Considering the High vulnerability of females within the community, and the Very Small magnitude of the impacts (Assessed Very Small due to current evidence showing women overwhelmingly are positive and optimistic about resettlement)).	• Engage women in decision-making relating to resettlement to ensure that their needs and perspectives are understood and accounted for. • Increase awareness of services available including grievance mechanisms and health and psychological services. • Increase awareness of policies and support available in relation to resettlement to avoid stress and anxiety caused by the unknown.
12. Economic empowerment	The Project has the potential to present employment and economic empowerment opportunities for women seeking work or skills development.	The Project has the potential to offer a range of opportunities to increase women's labor market participation, and economic empowerment opportunities to women seeking these. Livelihood restoration and improvement processes have the potential to present new employment and entrepreneurial opportunities to resettled women who seek work or other income generation or self-employment opportunities.	Positive (Consider the High vulnerability of females within the community, and the Beneficial nature of the impacts).	• Implement appropriate gender mainstreaming and equal opportunity measures and policies in place as described in this assessment and the Gender Action Plan to remove hurdles and make opportunities accessible to women. • Engage women equally in consultation to understand their needs and desires in relation to Project opportunities and benefits.

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
		The RAP 1 audit found that 180 women had begun working outside the home in their new location, 40 of whom had benefited from DFZ-provided training, highlighting the potential and the appetite among women to access employment opportunities. FGD data supports the conclusion that many women in PACs wish to enter the workforce, and some in post-resettlement communities have already done so. However, they express a desire for workplaces considered culturally acceptable for women, such as pharmacies, sewing shops and bakeries, and supporting infrastructure such as kindergartens. Women already working expressed a preference to continue their current livelihoods.		• Particular attention including consultation should be undertaken with women who wish to work outside the home for the first time, or who are moving from a rural to an urban setting and therefore may be unable to continue previous livelihoods. • Explore partnerships to deliver skills and training opportunities for women that align with community needs and employment opportunities. • The benefit-sharing program to be developed in equal consultation with women and men to support equal distribution of Project benefits and positive outcomes for improving the lives of women.
13. Community infrastructure and services	Resettled families may have access to better community infrastructure and services including education opportunities for girls	The lives of resettled women (and those in host communities) may benefit from improved access to services and community infrastructure through investments and commitments delivered as part of resettlement and livelihood restoration processes. These have the potential to ease burdens on the lives of women, reduce vulnerability or increase access to opportunities.	Positive (Consider the High vulnerability of females within the community, and the Beneficial nature of the impacts).	• Well planned resettlement communities with appropriate infrastructure, services and facilities to meet needs of both men and women and enhance lives and livelihoods. • Understand barriers to educational attainment for girls and approaches to removing these (through improved school facilities for girls, transport and access, improved real or perceived safety, better support for home-based responsibilities, etc.)

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
		School attendance, particularly among girls, was found to have improved in an audit of already resettled communities (RAP 1 audit). Women participating in focus groups also stated that they hoped more girls would be able to finish their education after resettlement, although issues with unfinished schools were identified. In Darband it was observed that maternal health had improved due to a new maternity hospital. This highlights the potential for positive educational and health outcomes for women and girls through the resettlement process.		Engage and partner with local service providers to support the enhancement of these in line with community needs to facilitate the improvement of lives and livelihoods.
14. Gender mainstreaming	Gender mainstreaming measures implemented by the Project can improve lives and livelihoods of women	Measures taken to remove obstacles to women's participation in civic life and the labor market along with measures to tackle discrimination and GBV/SH/SEA can positively impact social norms and expectations in favor of gender equality. Training, capacity building and awareness campaigns targeting employees and community contributes to a bottom up strengthening of understanding of GBV/SEA/SH issues including a zero tolerance to these and knowledge of where to turn to for support when required.	Positive (Consider the High vulnerability of females within the community, and the Beneficial nature of the impacts).	- Implement gender mainstreaming including gender-sensitive Codes of Conducts policies and procedures, GRMs and widespread accessible communication and awareness raising activities targeting Project and community audiences. - Explore opportunities to support local service providers and gender initiatives to enhance their impact in relation to improved gender equality.

Key Aspect	Gender Related Risk / Impact	Description	Significance of Impact (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
		Opportunities to reduce social stigma relating to gender aspects and gender equality.		
15. Benefits sharing mechanisms	Investments and commitments made in benefit sharing can lead to positive outcomes and shared benefits for women.	The benefit sharing program can improve lives and livelihoods of communities impacted by the Project including women; for example, through community-led, sustainable initiatives to improve the community infrastructure or services, energy infrastructure or jobs and training opportunities.	Positive (Consider the High vulnerability of females within the community, and the Beneficial nature of the impacts).	Implementation of a strategic benefits sharing strategy informed by community participation (including women).

DIRECT OPERATIONAL PHASE GENDER-RELATED RISKS AND IMPACTS

Key Aspect	Gender Related Risk / Impact	Description	Significance of Risk (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
16. GBV/SEA/SH	Changes to local populations and social fabric may enhance the vulnerability of	Changes to local community profiles or an influx of visitors (for example through tourism) may present risks of GBV/SEA/SH to local women and girls	TBD (More detailed context relating to operation	- Gender-sensitive GRM appropriate for operation phase. - Inclusive consultation processes to understand and account for women's views

Key Aspect	Gender Related Risk / Impact	Description	Significance of Risk (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
	women and girls including GBV risks		phase required to assess this accurately).	on Project impacts and mitigation measures. - Gender-sensitive code of conduct applicable to all Project workers employed for operation and maintenance phase. - Training and regular refreshers on code of conduct for all O&M phase Project workers.
17. Economic empowerment	Employment opportunities may benefit women.	Employment opportunities related to operation of the Project or related industries such as eco-tourism may benefit women seeking economic empowerment.	Positive (Consider the High vulnerability of females within the community, and the Beneficial nature of the impacts).	- Strategic skills development and training for women based on understanding of future demands during operation phase. - Unbiased, non-discriminatory recruitment processes for operation phase jobs. - Leverage partnerships to support skills development for women in relation to tourism and future needs and opportunities.

INDIRECT GENDER-RELATED RISKS AND IMPACTS

Key Aspect	Gender Related Risk / Impact	Description	Significance of Risk (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
18. Gender wage gap	The gender wage gap that exists in Tajikistan risks perpetuating gender inequality and discrimination.	The persistent and significant gender wage gap perpetuates gender inequality risks increasing women's vulnerability including economic dependence and impeding the economic empowerment of women.	Minor (Considering the High vulnerability of women in the community and workforce and the Very Small magnitude of impact (Assessed as Very Small due to a low likelihood in the context of the Project which adheres to ILO conventions)).	• Project policies and procedures to mandate equal pay for equal work. • Transparency in recruitment and procurement processes to support adherence to non-discrimination and equality policies.
19. Electricity supply	Improved electricity supply and a reduction in energy poverty can positively	Improved electricity supply leads to better living and socio-economic conditions for households across the country including the creation of jobs and economic stimulation. Women stand to benefit from these improved living conditions,	Positive (Consider the High vulnerability of females within	• Consider opportunities to measure the extent that improved electricity supply and a reduction in energy poverty impacts women's lives, e.g. through surveying.

Key Aspect	Gender Related Risk / Impact	Description	Significance of Risk (Covering Existing Mitigation Measures in Place)	Recommended mitigation / management / enhancement measures
	impact the lives of women as domestic tasks are made easier and health improved.	especially considering that they are often disproportionately adversely impacted by energy poverty. Improved electricity supply can lead to positive health outcomes for women as unclean solid fuels no longer need be relied on for cooking and homes can be sufficiently heated.	the community, and the Beneficial nature of the impacts).	Include consideration of transboundary impacts on women in riparian communities.

17.13 PARTNERSHIP OPPORTUNITIES

- 17.13.1. Partnerships across sectors including with the private sector, local and national authorities and NGOs are recognized as essential to advancing gender equality outcomes including preventing and responding to GBV/SEA/SH and advancing women's economic opportunities.
- 17.13.2. Potential partnerships to support positive gender related outcomes for the Project include the below.

ADB SKILLS AND EMPLOYABILITY ENHANCEMENT PROJECT

- 17.13.3. ADB's Skills and Employability Enhancement Project (SEEP) aims to promote inclusive growth in Tajikistan by improving the vocational, technical and soft skills and employability of youth (ages 15 - 29), women, and labor migrants. It is implemented by the project administration group under the Ministry of Labor, Migration, and Employment of Population (MOLMEP). The project is constructing job centers and migration service centers in areas including Rogun, Danghara and Dushanbe and is currently scheduled to run until 2027. Its Gender Action Plan includes a target of increased job participation rate for youth and women in Dushanbe, Rogun and Danghara by 5 percent for youth and 10 percent for women (from a 2020 baseline: 43.6% for youth and 27.8% for women)⁷⁶. It also lists targets including the employment of three job counsellors at each job center with one to act as a gender focal point.
- 17.13.4. The Gender Action Plan also refers to awareness raising campaigns relating to training and jobs for women in the energy sector.

IMON INTERNATIONAL

- 17.13.5. IMON began as a program of the National Association of Businesswomen of Tajikistan and today is the country's largest microfinance institution (MFI). Imon operates across Tajikistan and its services include a range of non-financial services to women entrepreneurs including advisory services, networking and confidence building. With the National Association of Businesswomen, IMON offers business courses and business planning. Together with the ILO, IMON has developed women-focused content covering business education, leadership development, confidence and communication. IMON has previously (2015) received lending from the IFC, together with the Agence Française de Développement (AFD) and the OPEC Fund for International Development (OFID), to in turn boost lending to MSMEs in the country's remote and rural areas, with a special focus on women entrepreneurs.

FIRST MICROFINANCE BANK-TAJIKISTAN (FMFB-T)

- 17.13.6. First MicroFinance Bank-Tajikistan (FMFB-T) is a commercial bank of the Aga Khan Development Network involved in microfinancing operations including for women. It has branches in Faizabad and Nurobod.

⁷⁶ ADB, [Skills and Employability Enhancement Project: Gender Action Plan \(adb.org\)](https://www.adb.org/documents/skills-and-employability-enhancement-project-gender-action-plan)

NATIONAL ASSOCIATION OF BUSINESSWOMEN OF TAJIKISTAN

- 17.13.7. The National Association of Businesswomen of Tajikistan claims to have approximately 3,000 members and provides support to help women entrepreneurs and artisans build vocational and personal capacity. It lobbies for the interests of women entrepreneurs at the national level, provides professional training (for example in sewing, hairdressing, machine embroidery) and provides legal assistance to women entrepreneurs on business related issues, such as taxation, business registration, licensing and custom fees. While not currently active in the Project area, it is a national association and works throughout the country if funding is available.

ALC TRAINING PROGRAMS

- 17.13.8. The Government of Tajikistan runs training courses through Adult Learning Centers (ALCs) that are financed by various development organizations and free of charge for those who are officially registered at the Employment Bureau as unemployed. After completing a training course, which can range from one to six months (depending on complexity of the course), participants get official certificates. The Centers have agreements with potential employers to help graduates to find a job after the graduation. In addition, MoLMEP and its subordinate bodies in cooperation with job providers organize vacancy fairs on a quarterly basis to promote available positions within the organizations.

DEPARTMENT OF LABOR AND EMPLOYMENT OF POPULATION (DLEP)

- 17.13.9. DLEP in Rogun and Nurobod registers unemployed people and conducts monthly job fairs where they invite those registered as unemployed.
- 17.13.10. DLEP also provides small no-interest loans for the amount of 1,000-5,000 TJS for a three-year term to those who want to start a business related to trade, services, and agriculture. Women have priority in receiving those loans due to government efforts on promoting employment among women and their economic advancement.

VOCATIONAL SCHOOLS

- 17.13.11. Each district has a vocational school offering various vocational courses, including computer courses, welding, accounting, sewing and cooking courses.
- 17.13.12. Duration of the courses varies from one to three months depending on the curriculum. Students also receive 60 TJS as a monthly stipend. In 2022, 90 women completed vocational courses in Nurobod. Besides the courses offered by vocational schools, women have expressed interest in other trainings, such as growing strawberry and vegetables in greenhouses, beekeeping, livestock breeding, etc.
- 17.13.13. MoLMEP provides small no-interest loans for the amount of 1,000-5,000 TJS for a three-year term to those who want to start a business related to trade, services, and agriculture. Women have priority in receiving those loans due to government efforts promoting employment among women and their economic advancement. In Nurobod, 15 women out of those 90 who completed vocational courses received such loans to initiate home-based business.
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APPENDIX A –RELEVANT OCCUPATIONS WHERE THE USE OF WOMEN’S LABOR IS PROHIBITED

Under Article 216 of the Labor Code of Tajikistan, Women’s labor is prohibited in 194 professions considered heavy and harmful for women (as of 30th December 2023). The professions listed that are of particular note to the Project are listed below.

1. **Jobs linked to manual lifting and moving of heavy loads:** The law sets maximum weight limits that can be lifted by women:
 - a total of 350kg per shift from a work surface
 - a total of 157kg per shift from the floor
 - a maximum of 15kg per item lifted
2. **Underground jobs:** Women’s labor is prohibited in underground jobs, mining industry and in construction of underground structures.

Metalworking: Including:

Foundry work

3. Furnace worker
4. Casting knocker
5. Roles involving pouring of molten metal
6. Iron casting welder
7. Metal filler
8. Cutter engaged in work with pneumatic tools
9. Smelter of metal and alloys
10. Workers engaged in the suspension of hot casting on the conveyor and maintenance and repair of equipment in the tunnels of foundries.

Welding works

11. Gas welder and manual electric welder, working in closed containers (tanks, boilers, etc.), as well as on high-rise communications structures (towers, masts) over 10 meters and working at height.

Boiler rooms, cold molding, drawing and pressure works

12. Boiler fireman
13. Manual turning of rotating machinery

Smith work, forging-pressing and thermal work

14. Band maker, engaged in hot work
15. Wire drawer, engaged in drawing hot wires with a diameter of more than 10 mm.
16. Operating rolling machines engaged in rolling rings in a hot state

Metal coatings and painting

17. Sealing the inside of caisson tanks
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18. Continuous work on hot lead (not electroplated)

Repair and assembly works

19. Drilling operator performing work with a pneumatic tool

Maintenance work

20. Installation and adjustment of equipment in workshops and sections

21. Repair of hot selenium devices (equipment);

22. Adjustment of equipment in workshops and sections for the preparation and use of organosilicon varnishes and varnishes containing >40% toluene, xylene;

23. Repair of equipment in closed fuel and oil storage facilities at thermal power plants, as well as the repair of equipment in tunnels and heating chambers in heating networks;

24. Adjustment and repair of foundry molds in a hot state.

Working with lead

25. Smelting, casting, rolling, broaching and stamping of lead products, as well as lead-coating of cables and soldering of lead-acid batteries.

Construction, installation and repair - construction works

26. Hot repair of furnaces and boiler furnaces

27. Fastening of structures and components using a cartridge-operated gun

28. Breaking stone slabs, dismantling of buildings and structures

29. Manual drilling of cracks in concrete, reinforced concrete, and stone (brick) structures using pneumatic tools

30. Asphalt concrete worker, asphalt concrete installer, engaged in manual work.

31. Earth or tunnel digger

32. Steel roof installer.

33. Caisson builder, caisson digger, caisson repairman, caisson electrician.

34. Operator of a mobile electric welding machine with an internal combustion engine.

35. Operator of a mobile power station with an internal combustion engine with a capacity of 150 horsepower or more.

36. Installer of steel and reinforced concrete structures, working at height.

37. Lead solderer.

38. Carpenter.

39. Plumber, engaged in repairing sewer networks.

40. Pipe fitter of industrial reinforced concrete pipes.

41. Pipe fitter of industrial brick pipes.

Mining work

42. Driller of blast holes (shpurs).

43. Miner for prevention and firefighting.

44. Timberman.

45. Blacksmith - drill installer.

46. Pusher, manually pushing and pulling wagons.

47. Miner.

48. Electrician (repairman), on duty for equipment repair, engaged in servicing and repairing equipment, mechanisms, water and air mains in mining.
49. Furnace operator, engaged in the smelting of raw materials and substances in mercury production.
50. Workers and masters of cleaning, crushing, and sorting ores, mines, and metallurgical plants, engaged in crushing, grinding, and smelting of ferrous, non-ferrous, and rare ores.
51. Workers engaged in lead cleaning plants.
52. Workers and masters engaged in cleaning niobium group ores (lopars).
53. Surface miner
54. Electrician or repairman for on-site equipment

Oil and gas drilling

55. Operational and exploratory driller of oil and gas wells.
56. Tower assembler, tower welder, tower electrician.
57. Pipe clamp operator.
58. Assistant driller of operational and exploratory oil and gas wells (first).
59. Assistant driller of operational and exploratory oil and gas wells (second).
60. Drilling fluid preparer, engaged in manual preparation of the fluid.
61. Repairman for servicing drilling rigs.
62. Repairman, engaged in repairing drilling equipment.
63. Drilling lock installer.
64. Electrician for servicing drilling rigs.

Oil and gas extraction

65. Driller for major well repairs.
66. Operator of a mobile steam unit for paraffin removal.
67. Operator of a mobile compressor.
68. Operator of a lifting unit.
69. Operator of a washing unit.
70. Assistant driller for major well repairs.
71. Workers, supervisors, and specialists regularly engaged in underground oil extraction.
72. Repairman, servicing technological equipment and repairing oil field equipment.
73. Electrician for repairing and servicing electrical equipment.

Ferrous metallurgy

74. Smelter, engaged in metal smelting.
75. Metal heater.

Furnace Production (Blast Furnace)

76. Supervisor of the blast furnace.
77. Blast furnace pipe operator.
78. Blast furnace operator.

Rolling Production

79. Hot rolling mill operator.
 80. Hot pitch (tar) cooker.
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- 81. Rail joint clamp operator.
- 82. Repairman-transporter in rolling production.

Iron Alloy Production

- 83. Iron alloy furnace operator.
- 84. Ferrite alloy smelter.
- 85. Workers engaged in silicon alloy smelting in open arc furnaces.
- 86. Workers engaged in the production of metallic chromium and chromium alloys by aluminothermic and thermic methods.

Steel Smelting Production

- 87. Operator of a tilting unit.
- 88. Mixing worker.
- 89. Block mold caster.
- 90. Iron recovery and iron ore re-smelting furnace operator.
- 91. Pickling heater.
- 92. Assistant steel smelter of a converter furnace.
- 93. Assistant steel smelter of a Martin furnace.
- 94. Assistant steel smelter of an electric arc furnace.
- 95. Assistant steel smelter of an electric furnace.
- 96. Steel caster.
- 97. Steel smelter of a converter furnace.
- 98. Steel smelter of an electric arc furnace.
- 99. Steel smelter of an electric furnace.

Electrical and Technical Production

- 100. Mercury distiller.
- 101. Mercury rectifier mold caster, working with open mercury.

Cable Production

- 102. Cable lead or aluminum sheather, working with hot lead sheathing.

Abrasive Production

- 103. Balancer - abrasive stone caster, engaged in casting lead into abrasive products.
- 104. Bulldozer operator, engaged in dismantling hot resistance furnaces in abrasive production.
- 105. Abrasive material smelter.
- 106. Resistance furnace dismantler, engaged in silicon carbide production.

Non-Ferrous Metallurgy

- 107. Anode caster, engaged in casting anode parts in aluminum, silumin, and silicon production.
 - 108. Bath repair assembler, engaged in drilling the cathode shaft in aluminum, silumin, and silicon production.
 - 109. Smelter.
 - 110. Heater.
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- 111. Repairman in main metallurgical workshops.
- 112. Smelter-assembler.
- 113. Smelter, engaged in tin production in furnaces.
- 114. Anode worker in aluminum production.
- 115. Titanium sponge separator.
- 116. Metal caster-molder.
- 117. Cathode worker.
- 118. Converter furnace supervisor.
- 119. Condenser worker.
- 120. Reactor assembler.
- 121. Mercury washer.
- 122. Zinc dust furnace operator.
- 123. Sheet metal furnace operator.
- 124. Recovery and distillation furnace operator for titanium and rare metals.
- 125. Nickel powder recovery furnace operator.
- 126. Furnace operator for processing titanium and rare earth materials.
- 127. Worker engaged in hot metal rolling.
- 128. Worker engaged in tasks performed by workers and masters.
- 129. Repair work performed by a loader operator in hard-to-reach places with pneumatic and hydraulic loaders.

Repair of Power Plant and Electrical Network Equipment

- 130. Electrician for repairing overhead power transmission lines.
- 131. Electrician for repairing and installing cable lines.

Chemical Production

- 132. Calcium carbide production.
- 133. Workers, shift supervisors, and specialists engaged in manual crushing of carbide in furnaces.
- 134. Workers, shift supervisors, and specialists engaged in technological stages.
- 135. Refinery equipment supervisor, engaged in manual disassembly and assembly of refinery presses with a frame size of more than 500 mm.

Processing of Oil, Gas, Oil Shale, and Coal, Processing of Synthetic Oil Products, Oils, and Fats

- 136. Coke cleaner.
- 137. Coke loader.
- 138. Workers, shift supervisors, and specialists engaged in installing equipment for gasoline ethylation technology.

Cement Production

- 139. Tasks performed by workers in cleaning sedimentation tanks and frames.

Stone Processing and Production of Stone Casting Products

- 140. Caster of stone and casting products.
 - 141. Stone baker.
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- 142. Stone carver.
- 143. Mill operator, engaged in grinding diabase gravel into powder.
- 144. Stone processing equipment assembler.
- 145. Stone sawyer.
- 146. Stone driller.

Production of Concrete and Reinforced Concrete Products and Structures

- 147. Worker engaged in cutting concrete and reinforced concrete products.

Textile and Light Industry

- 148. Plumber, engaged in cleaning sewer installations and channels.
- 149. Loading and unloading large raw hides and semi-finished materials into tanning, dyeing, and oiling drums.
- 150. Transporting, unloading, and loading large raw hides and semi-finished materials into tanning, dyeing, and oiling drums manually in leather processing plants.

Food Industry

- 151. Press section supervisor, engaged in servicing presses (diffusers) during manual loading operations.
- 152. Bone charcoal preparer.
- 153. Abattoir worker, engaged in stunning, hanging, bleeding large and small cattle and pigs, cutting internal organs, manually separating the hide of large cattle, cutting halves, burning and boiling pig halves and heads, processing halves of large cattle in a lying position.
- 154. Worker engaged in kneading dough in kneading machines with a capacity of more than 330 liters.
- 155. Pool preparer.
- 156. Mobile worker in a salt lake.

Railway Transport

- 157. Battery maker, engaged in repairing lead-acid batteries.
 - 158. Draisine driver and assistant, working on broad-gauge railway lines.
 - 159. Locomotive fireman in the depot.
 - 160. Diesel train driver and assistant.
 - 161. Motor train driver and assistant, working on broad-gauge railway lines.
 - 162. Steam locomotive driver and assistant.
 - 163. Diesel locomotive driver and assistant.
 - 164. Traction unit driver and assistant.
 - 165. Electric locomotive driver and assistant.
 - 166. Electric train driver and assistant.
 - 167. Porter, engaged in moving loads from place to place and manual handling of loads from place to place.
 - 168. Locomotive repair supervisor.
 - 169. Pipe driller - blower.
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- 170. Train repairman, performing the following tasks: repairing garniture in steam locomotives during washing, disassembling, repairing, and assembling tools (devices) and protective covers.
- 171. Electrician for installation network.
- 172. Stone wool waste loader, regularly engaged in stone wool waste ponds.

Automotive Transport

- 173. Automobile repairman, engaged in manually washing engine parts of cars running on ethyl gasoline.
- 174. Automobile repairman, engaged in testing engines running on ethyl gasoline.
- 175. Fuel equipment repairman, engaged in repairing fuel equipment of carburetor engines running on ethyl gasoline in automotive farms.
- 176. Asphalt concrete worker, asphalt concrete installer, engaged in manual work.
- 177. Earth digger - miner.
- 178. Asphalt and concrete laying machine operator.
- 179. Miner.
- 180. Mining equipment installer.
- 181. Surface miner.

Civil Aviation

- 182. Aircraft mechanic (technician) for airframe and engines, aircraft mechanic (technician) for instruments and electrical equipment, aircraft mechanic (technician) for radio equipment, aircraft technician (mechanic) for parachutes and emergency rescue equipment, aircraft technician for fuel and lubricants, engineer directly engaged in technical servicing of aircraft (helicopter).
- 183. Workers engaged in preparing bitumen and repairing runways and taxiways (paving cracks) at airports.

Agriculture

- 184. Performing operations in crop production, animal husbandry, poultry farming, and wild animal breeding using toxic drugs, pesticides, and cleaning agents (up to the age of 35).
- 185. Servicing breeding bulls, breeding horses, and boars.
- 186. Loading and unloading animal carcasses, confiscated and pathological materials.
- 187. Separating hides from the carcasses of cows, horses, and cutting halves.
- 188. Transporting, loading, and unloading toxic drugs.
- 189. Manual installation of drainage pipes.

Jobs in Various Economic Sectors

- 190. Direct firefighting.
 - 191. Gas rescuer.
 - 192. Mercury measurer, engaged in manually determining the amount of open mercury.
 - 193. Tar crusher.
 - 194. Emergency and recovery repairman, engaged in cleaning sewer networks.
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APPENDIX B – GBV/SEA/SH- RELATED SERVICE PROVIDERS BY DISTRICT

DEPARTMENTS OF WOMEN AND FAMILY AFFAIRS (CWFA AT DISTRICT LEVEL)

District	Contact details	Responsibility
Roghun	Address: 27 Sokhtmonchiyon Street, Rogun town Phone: (8+3134) 221144	Formulates the State policy on sexual equality and the prevention of violence; Holds training courses, round tables and conferences on gender equality and the prevention of GBV; Conducts sociological research into violence against women.
Faizobod	Address: 18 Somoni Street, Faizobod town, Faizobod district Phone: (8+3135) 32384	
Nurobod	Address: 21 Somoni Street, Darband, Nurobod district Phone: (8-3133) 30097	
Rasht	Address: 57 Ismoil Somoni Street, Gharm, Rasht district Phone: (8-3131) 22339	
Roghun	Address: 27 Sokhtmonchiyon Street, Rogun town Phone: (8+3134) 221144	

REHABILITATION ROOMS FOR GBV SURVIVORS (UNDER THE MINISTRY OF HEALTH AND SOCIAL PROTECTION)

District	Contact details	Responsibility
Central hospital of Rasht district	Address: 14 Somoni Street, Gharm, Rash district Phone: 98 598 5201	Provide medical first aid and hospitalize the survivor for further treatment; Provide counselling; Inform police department of case.
Central hospital of Nurobod district	Address: 18 Rozi Roziqov Street, Darband, Nurobod district Phone: (3133) 2-12-48 / 2-12-35	
Central hospital of Rogun district	22/1 Sokhtmonchiyon Street, Rogun town	
Central hospital of Faizabad district	5 Sino street, Faizabad town, Faizabad district	

District	Contact details	Responsibility
Central hospital of Rasht district	Address: 14 Somoni Street, Gharm, Rash district Phone: 98 598 5201	

POLICE DEPARTMENTS

District	Responsible person	Contact details	Services
Rasht	Zarina Nosirova, Police inspectors on prevention of GBV	Address: 36 Somoni Street, Gharm, Rasht Phone: 91 832 7528	Registering complaints and other information about violence or the threat of violence in the family; Identifying the causes of violence; Based on the complexity of the violence, takes measures against the perpetrators and for the protection of the survivor in accordance with the relevant legislation of Tajikistan.
Nurobod	Komiljon Saidzoda, Head of Department of Internal Affairs in Nurobod district	Address: 17 Roziqov Street, Darband, Nurobod district Phone: (3133) 3-00-77	
Rogun	Alisher Shodizoda, Head of Duty Union, Department of Internal Affairs in Rogun	Address: 27 Javonon Street, Rogun Phone: 93 999 4944	

LEGAL AID CENTERS (UNDER THE MINISTRY OF JUSTICE)

District	Lawyer	Address	Services
Nurobod	Murodbek Badalov, Phone: 93-706-0790 93-355-7820	11 Izatullo Halimov Street, Darband	Provision of primary legal advice consultation;
	Abdullojon Habibzoda Phone: 98-727-2746 93-355-9562		Preparation of applications, complaints and other legal documents;
Rasht	Izatullo Shirinjonov Phone: 93-355-9631	98 Ismoili Somoni Street, 2 nd floor, Gharm town	Referring to lawyers providing both paid and free of charge legal assistance during the investigation and at courts. Free legal assistance is supported by the government;

District	Lawyer	Address	Services
			clarifying the procedures and rules for provision of free legal services; explaining the possibilities of pre-trial dispute resolution.

NATIONAL HELPLINE FOR SUPPORTING GBV SURVIVORS

Organization	Phone	Services
Committee on Women and Family Affairs	13 13 - Information center for GBV survivors	Psychological and legal support
Ministry of Interior Affairs	19 19 – Support service	Appeals on: public violations, emergencies, natural disasters, health problems, fires, traffic accidents and other incidents.
	221 21 21- Helpline	In addition to the above-mentioned, people can complain on improper actions of police officers through this phone
Ministry of Health and Social Protection	511 - Information center	Initially was launched for provision of necessary information about Kovid-19. Now serves an information center on any health-related issues.
	103 – Ambulance (if dialing from mobile phones. For landline phones – 03)	• Provides first medical aid and hospitalization, if needed; • In case of signs of violence, informs police department.
Ministry of Justice	30 30 – Information center for legal counselling	Provides legal consultations

WOMEN RESOURCE CENTERS FUNDED BY OSCE

The Women's Resource Centers are available in Rasht only.

District	WRC	Contact information	Services
Rasht	WRC «Markazi Dastgirii Garm»	Address: 29 Somoni St., Gharm town, Rasht district Phone: 918 21 47 37 907 74 22 96 Email: matlubar@mail.ru	Psychological counselling; Legal support; Vocational courses.
	WRC «Khingob»	Address: 36 Sino St., Sangvor (former Tavildara) district Phone: 918 26 42 22 / 987 21 50 26 Email: npo.khingob@mail.ru	
	WRC «Rohnamo»	Address: 55 Somoniyon St., Lakhsh, Vahdat town, (former Jirgatal) district Phone: 93 889 57 12 Email: rohnamo@mail.ru	

NON-GOVERNMENTAL ORGANIZATIONS (NGO)

NGO	Contact Information	Contact Information
Niso	Address: 29 Somoni Street, Gharm, Rasht district Phone: 91-858-7235/ 93-190- 9109 Email: niso61@mail.ru	Vocational courses for vulnerable women and girls
Marifatnoki	33 Burhonov Street, Gharm, Rasht district	Vocational courses for vulnerable women and girls Legal and psychological support.
Nihol	Address: 13 Halimov Street, Darband, Nurobod district Phone: 988 -21-0749	Legal and psychological support

NGO	Contact Information	Contact Information
Zanoni Komyob	Address: 12 Somoni Street, Rogun town Phone: 93-336-6651	Vocational courses for rural women and girls
