

**“ADAPTING POPULATION SKILLS TO THE POST-PANDEMIC ECONOMY IN FERGANA VALLEY”
PROJECT
ANNUAL NARRATIVE AND FINANCIAL PROGRESS REPORT FOR 2023**

Project title:	Adapting population skills to the post-pandemic economy in Fergana Valley
Project ID:	00129159
Output ID:	00122921
Implementing partner:	Ministry of Employment and Poverty Reduction of Uzbekistan
Project budget:	Total: 1 850 000 USD TFD: 1 800 000 USD
Cofinancing attracted since project start:	UNDP (TRAC1.1.3): 50 000 USD
Project start and end date:	Initial: 20 January 2021 – 31 December 2023 Current: 20 January 2021 – 30 June 2024
Reporting Period:	1 January – 31 December 2023
Date of the last Project Board meeting:	December 21, 2023
SDGs supported by the project:	Goal 1: No poverty Goal 4: Quality education Goal 5: Gender Equality Goal 8: Decent work and economic growth Goal 10: Reduced inequalities

ACRONYMS *(in alphabetical order)*

CPD – Center for Professional Development

CPM – Center for Project Management

IFMR – Institute for Forecasting and Macroeconomic Research

LMP – Labor market program

MEPR – Ministry of Employment and Poverty Reduction

UNDP RR – United Nations Development Programme Resident Representative

1. EXECUTIVE SUMMARY

The “Adapting population skills to the post-pandemic economy in Fergana Valley” project is aimed at reskilling and upskilling of the workforce to deliver new business models in the post-pandemic period. The project targets at college and university graduates, young women and men in informal employment, returning migrants and other vulnerable groups and help the Government of Uzbekistan and private sector to craft policies and talent strategy that develop employees’ vocational, technical, digital skills and cognitive capabilities, as well as their adaptability and resilience against different vulnerabilities and shocks.

The Project activities are grouped into three interlinked activities:

Component 1. Creating decent employment opportunities by improving technical and digital skills and competences of self-employed and unemployed women, returning migrants, youth and other vulnerable groups in Fergana Valley and thus their resilience, adaptability and sustainability to changing environment.

Component 2. Strengthen entrepreneurship skills development and startup ecosystem, improving business development and income generation opportunities.

Component 3. Support re-designing of Government labor market programs (LMPs) and increasing their impact and reach to create better opportunities for those employed in the informal economy.

During the reporting period, the project continued implementing activities to achieve overarching goal of the project to equip the women, youth and other vulnerable groups to enhance their employability and skills, as well as with better capacities of doing business. Project supported local professional development centers - **Monocenters in Andijan, Namangan and Fergana regions** of the Republic of Uzbekistan to launch skills development programmes. Programmes targeted low- or semi-skilled persons including youth, women, returned migrants, etc. without tertiary education, and seeking employment and income opportunities. Training and upskilling sessions were conducted in an offline mode.

In total **613 people**, including 28 trainers, took a three-months course and improved their skills on five in-demand professions: welding, electrical engineering, decorating and design, babysitting, bakery. To ensure sustainability of the knowledge transfer, the project organized training of trainers for the local Monocenters and also developed detailed manuals. In addition, the project organized free master classes for a total of 2,883 people with 2,528 of them being women.

Project supported the organization of the **national WorldSkills Championship** in 6 competencies in the country. Furthermore, the project extended its support to elevate Uzbekistan's representation on the international platform by facilitating participation of 4 people (3 women and 1 man) at the international (Asian) WorldSkills Asia championship held in Abu Dhabi 2023, providing supplies for participants.

Moreover, within the framework of the project's activities, support was extended to WorldSkills Uzbekistan specialists for their participation in the esteemed WorldSkills World Congress held in Dublin, Ireland. This engagement not only provided an opportunity for knowledge exchange and networking but also positioned Uzbekistan as an active contributor to the global skills development discourse.

Almost **280 people**, of which 89 women entrepreneurs, 64 assistants of hakims, 81 businesswomen, 42 specialists of the ministry enhanced their skills and competencies in financial literacy, digital entrepreneurship, e-commerce, gender equality, social support, including creating conditions for the professional development of women thanks to several trainings run by project.

The **Business acceleration program** awarded 6 business projects from each of the three regions in the Ferghana Valley as finalists to receive small grants from the joint project. Subsequently, all 18 selected projects were provided with small grants in the form of equipment to facilitate the implementation of their business plans. These grants, totaling around \$80,000 USD, served as seed funding to support the growth and development of the selected enterprises. As a result of this support, the 18 winners of the acceleration program were enabled to create 126 new jobs for women and youth.

The project conducted a regional conference “**Digital Fergana Valley**” on supporting the development of digital entrepreneurship and enhancing cooperation between digital entrepreneurship entities in Ferghana Valley with the engagement of 80 participants. The goal of the conference was to facilitate the dialogue and develop cooperation between digital entrepreneurs, the private sector, and public and non-governmental organizations within neighboring regions in Ferghana Valley, including eastern regions of Uzbekistan, southern regions of Kyrgyzstan and northern regions of Tajikistan.

“**Acceleration program of creative business projects**” aimed at supporting the development and scaling-up of small business initiatives and integration of advanced technologies, science, and IT solutions in business and targeting specifically women and youth in fields of tourism, silk industry, handicrafts, agriculture, and processing of agricultural products areas in Ferghana Valley accepted a total of 51 applications. The training programs focused on enhancing the participants' knowledge and skills in effectively planning and executing their business projects. The training sessions and seminars covered various topics, including enhancing personal entrepreneurial qualities, improving financial literacy, mastering business planning techniques, organizing export activities, and leveraging digital technologies for business development and marketing strategies. A total of 84 (out of which 68 women and 27 young people) participants participated in the conducted educational programs of the acceleration program

Project supported digitalization of services in employment by developing a cutting-edge web-based video-transmission software solution “**Imo Ishora**” aimed at revolutionizing online sign language interpretation services for people with disabilities and VR based vocational guidance and interactive media tool in order to empower and provide inclusive and equal opportunities for youth and women, including those with hearing impairment and other disabilities building their digital skills. In addition, a **virtual assistant tool a Chatbot with artificial intelligence (AI) function** was developed to improve the interaction of the Single National Labor System with customers, automate support processes, and improve overall user experience. The development of a chatbot allows access to the online information sources of job vacancies and job seekers, analyzes and helps to match suitable vacancies, provides survey results, answers FAQs, provides recommendations and assists to generate CVs etc.

Project supported the organization of the second **International Forum on Poverty Reduction** in May of 2023 in Tashkent in partnership with number of public and private institutions, academic and think tanks, as well as development partners. The forum engaged more than 200 participants, including experts from global initiatives to combat poverty such as Poverty Action Lab, UN, ILO, World Bank, UNICEF, ADB, AFD, GIZ, GGGI, etc. The discussed issues were focused on addressing multidimensional poverty by leveraging integrated approach in employment and social protection systems.

Developed materials under the project activity of harmonization of National vacancy positions descriptions and professional standards with ISCO-08 were officially acknowledged by the National counterpart as the project team's efforts to develop professional standards that align with the international benchmark of ISCO-08. This initiative marks the first time that Uzbekistan's professional standards will be harmonized with the globally recognized standards and these standards have been submitted to the Cabinet of Ministers for official endorsement.

2. RESULTS

Challenges/issues towards achieving results and actions taken. The impact of the administrative reforms coupled with national referendum on amending constitution and entailed presidential election affected the implementation of the project activities, causing some delays in approving project plans due to extended missions of ministry representatives and project focal points to regions, as well as events related to the relevant administrative reforms. Nevertheless, the project managed to approve the annual work plan and budget, as well as complete most of the activities initially planned for 2023.

Component 1. Creating decent employment opportunities by improving technical and digital skills and competencies of self-employed and unemployed women, returning migrants, youth and other vulnerable groups in Fergana Valley that are future-resistant, sustainable and adaptable to changing environment.

1.1 Capacity building workshops in Monocenters from 12 regions and Karakalpakstan in August 11-13, 2023.

Under the activity on conducting comprehensive analysis and providing evidence-based policy advice on the crisis-resilient recovery and future skills development, a 2-day training workshop held in Tashkent marked a significant milestone in enhancing the capabilities of 28 specialists, with a notable representation of 43% women from regional departments of Ministry of Employment and Poverty Reduction (MEPR) and Deputy directors of "Ishga Marhamat" Monocenters across 12 regions and Karakalpakstan.

The training programme was based on the results of the research and focused on the methodology of assessing demand for working professions and facilitating skills adaptation. Drawing insights from rigorous research findings, the sessions empowered regional employment department specialists to decipher labor market demands, discern employer expectations concerning employee qualifications, and grasp the pivotal role of professional skills in facilitating population employment.



Training on assessing the demand for working professions and adaptation of skills

Based on the findings of this assessment the project formulated short- and medium-term programs tailored to address immediate post-crisis market demands for working professions. These programs

were specifically designed to build technical skills and competencies of self-employed and unemployed young men and women, including low or semiskilled people without tertiary education and seeking employment and income opportunities.

1.2 Capacity building workshops for Monocenters by international experts in the fourth quarter of the reporting period.

To address the pressing need for skilled professionals, the project engaged five highly qualified international instructors to impart training to students and teachers of Monocenters in-demand professions during September-November 2023. These professions included welder, electrician, decorator, care economy (babysitter specialist), cook/bakery. Through Training of Trainers (ToT) sessions, these instructors equipped local trainers with the necessary expertise to effectively transfer their knowledge to youth at Monocenters in three regions of the Fergana Valley, spanning Andijan, Namangan, and Fergana regions. Across regional Monocenters, comprehensive training sessions were conducted, benefitting a total of 613 individuals, with a notable majority of 381 being women. In addition, the project organized free master classes for a total of 2,883 people with 2,528 of them being women.



Trainings conducted by Turkish instructors

1.3 Future and Green technologies

In alignment with the vision of fostering future and green technologies, the project, in collaboration with another UNDP initiative, "Market Transformation for Sustainable Rural Housing in Uzbekistan,"

orchestrated a Training of Trainers (ToT) program focused on the installation and maintenance of solar panels and solar collectors. This program targeted professionals in the "Electrician" and "Plumber" fields, recognizing their pivotal roles in advancing sustainable practices.

A total of 34 instructors from Tashkent and regional Monocenters were selected to participate in this specialized training. Through hands-on sessions and theoretical modules, these instructors were equipped with the necessary knowledge and skills to effectively teach the installation and maintenance of solar technologies to aspiring professionals in their respective fields.

The outcomes of this ToT program are twofold: firstly, it enhances the capacity of instructors, enabling them to transfer expertise to a wider audience, thus catalyzing the adoption of green technologies across Uzbekistan. Secondly, it lays the foundation for a sustainable workforce proficient in future-oriented practices, contributing to the country's efforts towards environmental stewardship and technological advancement.



Training on installation and maintenance of solar panels and solar collectors

1.4 Support in organizing WorldSkills Uzbekistan events.

The project played a pivotal role in bolstering skills development, recognition and implementation of international standards through its support of various competitions and events. The project supported the organization of the National Championship in 6 competencies in the country. Furthermore, the project extended its support to elevate Uzbekistan's representation on the international platform by facilitating participation of 4 people (3 women and 1 man) at the international WorldSkills Asia championship held in Abu Dhabi 2023.

Moreover, within the framework of the project's activities, support was extended to WorldSkills Uzbekistan specialists for their participation in the esteemed WorldSkills World Congress held in Dublin, Ireland. This engagement not only provided an opportunity for knowledge exchange and networking but also positioned Uzbekistan as an active contributor to the global skills development discourse.



The WorldSkills competitors from Uzbekistan

1.5 Internship programme on development of curricula for construction professions

The project jointly with MEPR, Ministry of Higher Education, Science and Innovations of Uzbekistan and Ministry of Education of Russia organized knowledge exchange internship programme at the Moscow Architecture and Design College. The internship aimed at integrating construction standards and curricula seamlessly into Uzbekistan's education system, ensuring alignment with the country's specific demands and requirements. Implemented in December 2023, the internship proved to be a resounding success, marked by a two-week visit by four methodologists hailing from Monocenters and the Ministry of Higher Education. Upon their return, the methodologists leveraged their newfound expertise to develop curricula tailored to 4 most demanded construction professions: welding, electrical work, plumbing, and plastering. These curricula were tailored to capture the best practices and insights garnered during the internship, ensuring their relevance and applicability within Uzbekistan's educational framework.





Internship in Moscow Architecture and Design College “26 КАДР”

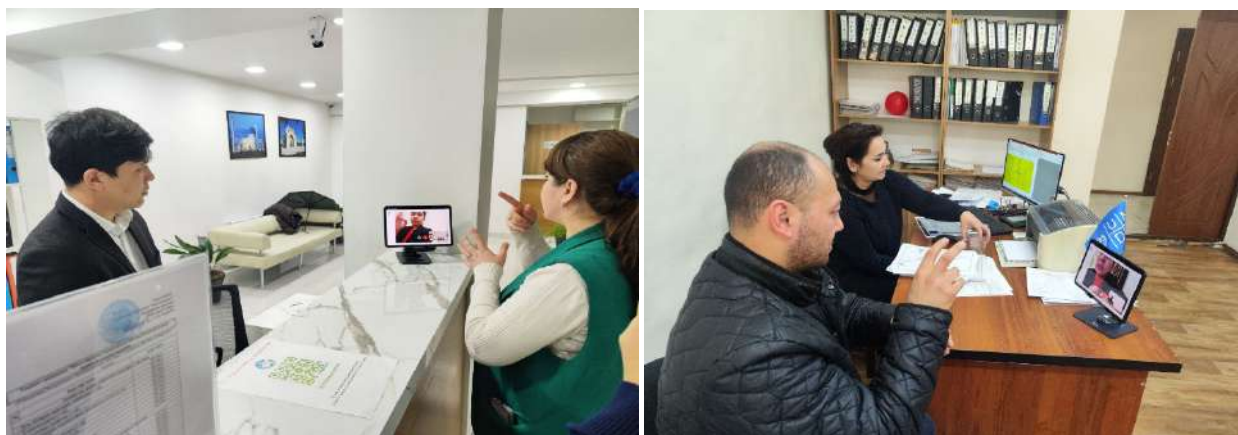
The project has also attracted a local **methodologist to update the content of educational and methodological materials** with an increase of practical part of **6 most in-demand working professions** taught at Monocenters. The list of working professions was selected based on a survey among Monocenters and agreed with the MEPR. The updates are aimed at increasing the practical experience of graduates and mastering their skills, improving their employability and income.

1.6 Development of sign language application “Imo Ishora”

The project developed a cutting-edge web-based video-transmission software solution “Imo Ishora” aimed at revolutionizing online sign language interpretation services for people with disabilities. This innovative tool was piloted in the Employment Support Departments and Monocenters located in Tashkent and the Fergana region, marking a significant step towards fostering accessibility and empowerment for PwD. “Imo Ishora” emerged as a user-friendly platform capable of facilitating seamless communication between individuals proficient in sign language and those seeking assistance. The project transferred and installed tablets with preinstalled software “Imo Ishora” to four (4) Employment support departments and four (4) Monocenters.

The successful piloting of “Imo Ishora” sets a precedent for future initiatives aimed at harnessing technology to address societal challenges and promote inclusivity. As a result, the project's efforts contribute to building a more equitable and accessible society, where individuals of all abilities have equal opportunities to thrive and contribute to their communities.





Installed tablets with software “Imo Ishora” in regional Monocenters and Employment Support Department

1.7 Development of VR based vocational guidance.

The project analyzed the impact of VR 360 software solutions on two working professions vocational guidance and interactive media products used for attracting and guiding youth professional skills in Situational room in the Fergana Monocenter. The project developed and added two more competencies **VR based vocational guidance and interactive media tool** in order to empower and provide inclusive and equal opportunities for youth and women, including those with hearing impairment and other disabilities building their digital skills.



VR guidance in process

1.8 Soft Skills online courses

The project launched development of a **series of online courses on Soft Skills** aimed at improving technical and social & psychological skills of college and university graduates, their critical digital and cognitive capabilities, soft social skills, adaptability and resilience to fast-changing market conditions in partnership with MEPR and Ministry of Higher Education, Science and Innovations. **5 Scenarios on soft skills themes** for online video courses were developed. The project **developed 5** online educational video courses on business communication (Soft skills - soft skills, and career center services) and 5 Scenarios and placement in the DLS (<https://sertifikat.mehnat.uz/>) on the national partner's web (online) platform.

1.9 Support in improvement of National labor standards.

The project conducted a comprehensive review of the functionality of the labor system in the country through the development of regulatory documents that enhance the business processes and procedure of using the system, and the elaboration of the statistical indicators on the effectiveness of the labor system. Through comprehensive analysis, a local legal expert evaluated the functionality of the labor system, focusing on compliance with national labor laws and other regulations. This initiative identified gaps and opportunities for policy refinement, drawing on surveys, international best practices, and legal documents. The expert's findings informed practical proposals aligned with national legislation, empowering policymakers to enact reforms promoting fairness, efficiency, and compliance. These insights foster ongoing collaboration to enhance the labor system's effectiveness, contributing to sustainable economic growth and equitable opportunity.

1.10 Enhancing the resilience and skill adaptation of migrant workers

In order to building resilience and adapting skills of migrant workers and their left-behind families to post-COVID labor market the project **developed 3 manuals in two languages (Russian and Uzbek)**. These manuals were tailored to provide comprehensive guidance for psychologists from Monocenters, Employment Support Departments, and the Agency of Foreign Labor Migration, focusing on psychological and legal consulting services. The training of trainers (ToTs) sessions were conducted to introduce these manuals, covering topics such as pre-departure and post-arrival support, as well as addressing the needs of left-behind family members, particularly women, with modules on reproductive health, family planning, and life skills. Currently, the project is working on the dissemination of these materials and accessibility of valuable resources for migrant workers and their families.



ToT for psychologists of Monocenters and Employment support departments

Component 2. Supporting the economic engagement of NEET young people, with a focus on young women, by creating an enabling environment and equipping adolescents and youth with entrepreneurship skills and establishing a start-up ecosystem.

2.1 Business acceleration program for women

The project continued implementation of the business acceleration program supporting start-up initiatives of women entrepreneurs from Ferghana Valley. A comprehensive training program was

implemented, designed to enhance the practical skills of participants in implementing their business projects under the acceleration program. The training, which included assignments, aimed to equip participants with the necessary knowledge and tools to effectively execute their entrepreneurial endeavors in all three target regions of Fergana valley.



Training program on implementation of business-projects under acceleration program / January-February 2023, Namangan, Fergana and Andijan.

81 businesswomen participated in the 9 days of intensive capacity-building activities from three regions of Fergana valley. The complex training program included such topics as entrepreneurship skills, gender aspect in business, analysis of competitors, startups and validation of projects, customer development, MVP and lean/scrum methodology, electronic payment systems and e-safety, design thinking, branding, team building, organizational and legal form of private entrepreneurship, taxation regime and preferences, marketing techniques, and many other. In total, were conducted for the participants within the framework of this program.

Additionally, there were conducted 9 webinars and 8 mentoring sessions, including growth hacks, e-commerce, digital marketing, presenting startups, and attracting investments with the participation of women entrepreneurs and experts where participants of the acceleration program improved their skills on the discussed topics and had the opportunity to talk with experienced entrepreneurs in the relevant industries.

2.3 The “Demo Day” of Business projects

At the end of the acceleration program, "Demo Day" was organized and held. The main purpose of this event was to support the participants in acquiring skills and gain experience in presenting their

business projects, as well as samples of their products in front of a large audience. Prior to this event, the participants received special training in these two tasks.

The “Demo Day” and an exhibition of product samples produced by the acceleration program participants were organized in March of 2023 and finalists presented their business projects to participants, interested organizations and potential investors, participated in the final event. At the Demo-day several project initiatives were selected as the best projects and received technical assistance from the joint project in the form of small production equipment.



Demo Day and an exhibition of product samples by acceleration program participants/ March 2023

2.4 Job Creation through Small grants programme

Following a rigorous selection process, 6 business projects from each of the three regions in the Ferghana Valley were chosen to receive small grants from the joint project. Subsequently, all 18 selected projects were provided with small grants in the form of equipment to facilitate the implementation of their business plans. These grants, totaling around \$80,000 USD, served as seed funding to support the growth and development of the selected enterprises. As a result of this support, the 18 winners of the acceleration program were enabled to create 126 new jobs for women and youth. This significant outcome not only fosters economic empowerment but also contributes to the overall prosperity and sustainability of the communities involved, demonstrating the tangible impact of the project's efforts in fostering entrepreneurship and job creation.



Transfer of equipment and machinery to the winners of the acceleration program, March-April 2023, Fergana, Andijan and Namangan.

2.5 Improving financial literacy : Round table discussions on preferential microloans

Based on the conducted analysis of preferential microloan schemes in 2022 , a special manual on preferential microloans was developed and conducted training workshops on financial literacy and family budget.

After these activities, at the beginning of 2023 the project conducted three round table meetings on accessibility and impact of preferential microloans in three regions of Fergana valley with representatives of UNDP, commercial banks, mayors' assistants in mahallas, Chamber of Commerce and Industry, Associations of Business Women and many other entrepreneurs. In total, 3 round table discussions were organized and held with 49 representatives of regional financial institutions, local authorities, khokim's assistants and entrepreneurs.

Through round table discussions facilitated by the project, a thorough evaluation of the needs for preferential loans, challenges in loan allocation, and the outcomes of preferential microloans was conducted. This initiative focused on optimizing the process of accessing microloans and fostering collaboration to enhance their availability. As a result, the project generated actionable recommendations aimed at improving the efficiency and effectiveness of providing preferential microloans, thereby increasing accessibility to vital financial support for entrepreneurs and small

businesses.



Round table discussions on preferential microloans / March 2023, Fergana, Andijan and Namangan.

2.6 The “Digital Fergana Valley” international conference

The project conducted a regional conference on supporting the development of digital entrepreneurship and enhancing cooperation between digital entrepreneurship entities in Ferghana Valley. The goal of the conference was to facilitate the dialogue and develop cooperation between digital entrepreneurs, the private sector, and public and non-governmental organizations within neighboring regions in Ferghana Valley, including eastern regions of Uzbekistan, southern regions of Kyrgyzstan and northern regions of Tajikistan. The “Digital Fergana Valley” conference aimed to support establishment of new partnerships between digital entrepreneurs and develop partnerships between various digital activities carried out by government, non-profit, and commercial organizations in Ferghana Valley, as well as identifying measures to improve the digital skills of entrepreneurs and population.



Reginal international conference "Digital Fergana Valley" / October 2023

Over 80 participants from the three neighboring countries of the Ferghana Valley convened at the conference, where discussions revolved around pivotal themes in digital entrepreneurship development. Topics encompassed the current state of digital entrepreneurship in the region, the roles and responsibilities of government, commercial entities, and non-profit organizations in fostering its growth, educational initiatives in information technology, and collaborative partnerships for advancing digital entrepreneurship. Following the conference, a trilateral memorandum of cooperation in the field of digital entrepreneurship development was signed.

2.7 ToT's on "Digital entrepreneurship and use of digital technologies in business development"

Three three-day Training of Trainers (ToTs) sessions on "Digital entrepreneurship and the utilization of digital technologies in business development" were organized and executed across three regions

of the Ferghana Valley. These sessions were attended by 65 assistants of Khokims, equipping them with the necessary skills to foster the growth of digital entrepreneurship within the population.



Trainings (ToT's) on "Digital entrepreneurship and use of digital technologies in business development" / November 2023, Fergana, Andijan and Namangan.

In addition, as supporting training materials, there were developed a special methodological guide on the development of digital entrepreneurship and the development of digital technologies for assistants of Khokim's and a series of infographics on the development of digital technologies.

2.8 ToTs on Improving financial literacy of population

The project organized special ToT on improving youth digital entrepreneurship skills for Assistants of Khokims and youth leaders of Ferghana Valley regions. The ToT helped to enhance the capacity of the participants as future trainers, and share and transfer the acquired knowledge and skills. Three 3 three-day training workshops on "Improving financial literacy of the population" were organized where 64 assistants of hakims learned the skills of financial literacy, capital management on wages, expenses, savings, investments, and loans. To enhance the efficiency of training workshops special methodological guide was developed for Khokim's assistants on improving the financial literacy of the population.



Trainings (ToT's) on "Improving financial literacy of population" / October-November 2023, Fergana, Andijan and Namangan.

2.8 Capacity building workshops on digital marketing and online sales

The project organized three 3-day training workshops in the regions of Fergana valley for women and youth on “Digital marketing and sales on the Internet” as a tool for the development of entrepreneurial activities by engaging foreign experts. As Digital marketing and E-commerce are now integral parts of running a modern business and tools for its successful development.

89 women entrepreneurs participated in the training workshops, where they had the opportunity to enrich their knowledge and skills in various areas, including the fundamentals of digital marketing and sales on the internet, digital business strategy, basic tools for digital marketing and e-commerce, online customer analysis, utilization of main channels for product and service distribution, operating on marketplaces, promoting goods and services on the internet and social media platforms, digital advertising, and online trading. Additionally, as part of these workshops, a specialized methodological guide on digital marketing and online sales was developed to further support their learning and application of these concepts.



Trainings (ToT's) on "Digital marketing and sales on the Internet" / October 2023, Fergana, Andijan and Namangan.

2.9 Acceleration program of creative business ideas among women and youth

"Acceleration program of creative business projects" was conducted among women and youth in fields of tourism, silk industry, handicrafts, agriculture, and processing of agricultural products areas in Ferghana Valley. This acceleration program was aimed at supporting the development and scaling-up of small business initiatives and integration of advanced technologies, science, and IT solutions in business in the above sectors and improving participants' entrepreneurial skills through complex capacity building, and mentorship programs.

Out of the applications received, a total of 51 were accepted. The core component of the training program was implemented, focusing on enhancing the participants' knowledge and skills in effectively planning and executing their business projects. The training sessions and seminars covered various topics, including enhancing personal entrepreneurial qualities, improving financial literacy, mastering business planning techniques, organizing export activities, and leveraging digital technologies for business development and marketing strategies.



Trainings of the "Creative business projects acceleration program" / November-December 2023

In total, 6 three-day and 9 two-day training workshops were conducted (a total of 144 hours of training) with the participation of 6 trainers. Thematic workshops with the participation of successful entrepreneurs, meetings and consultations of special experts (mentors), and individual business mentors on the implementation of their business projects were also part of the program.

A total of 84 participants (including additional invited students) participated in the conducted educational programs of the acceleration program (68 were women, including 23 young people). Based on the results of the training part of the acceleration program, a survey was conducted among the participants on the level and effectiveness of the activities carried out. The participants awarded an average score of 4.7 points across all survey questions, indicating a high level of satisfaction with the training component of the acceleration program..

Component 3. Support re-designing of Government labor market programmes and increasing their impact and reach to create better opportunities for those employed in the informal economy.

3.1 International Forum on Poverty Reduction

Jointly with the UNDP project on "Addressing socio-economic inequalities in a time of global and regional instabilities", the project supported the organization of the second **International Forum on Poverty Reduction** in May of 2023 in Tashkent in partnership with number of public and private institutions, academic and think tanks, as well as development partners. The forum engaged more

than 200 participants, including experts from global initiatives to combat poverty such as Poverty Action Lab, UN, ILO, World Bank, UNICEF, ADB, AFD, GIZ, GGGI, etc. The discussed issues were focused on effective solutions in addressing multidimensional poverty leveraging integrated approach in employment and social protection systems.



International Forum on Poverty Reduction in Tashkent

3.2 ToT on the provision of professional guidance and counseling services

The project **organized ToT trainings in Fergana on the provision of professional guidance and counseling services**, employment and career issues using digital information systems and databases considering the needs of the most vulnerable groups. Five-day ToT also included labor psychological support and motivation by using such teaching methods as facilitation, mini-lecture with a question-and-answer technique, moderation, film metaphor and analysis, warm-ups, exercises in groups in both online and offline formats by engaging foreign company. 36 specialists, of which 14 are women, from the regional departments of Ministry, Monocenters and the Employment Support Center participated in the trainings.



ToT on the provision of professional guidance and counseling services

3.3 “Situational room” professional and career guidance center

Based on Fergana Monocenter, the projects organized a launching ceremony of **“Situational room” professional and career guidance center** to deliver services on professional orientation and vocational guidance equipped with VR simulations of the working profession and interactive test applications as games.





Launching of Situational Room in Fergana

3.4 A manual for FAQs on employment services

The project developed a **manual with frequently asked questions on employment services**, which includes answers to 460 most FAQs related to all employment services (unemployment registration, employment support measures, vocational training opportunities, workbook and retirement, income tax, rights and obligations of employers, and workers, incentives for young people in the labor market, labor migration and many other issues). The layout of the manual was fully designed and integrated with a web application on tablets and touch screens as a digital information provision assistant in Employment support centers to contribute to the effective provision of services and support in the employment of the population and helping to increase population awareness about current services and opportunities in the labor market.



Link to the website: <https://savollarmehnat.netlify.app/#category>

3.5 AI Chatbot assistant tool

In the framework of the project, a **virtual assistant tool a Chatbot with artificial intelligence (AI) function** was developed to improve the interaction of the Single National Labor System with customers, automate support processes, and improve overall user experience. The development of a chatbot allows access to the online information sources of job vacancies and job seekers, analyzes and helps to match suitable vacancies, provides survey results, answers FAQs, provides recommendations and assists to generate CVs etc.



Source: <https://ecosys.mehnat.uz/>

3.6 Rapid assessment of employment services

A comprehensive methodology was crafted to evaluate labor market programs and the services provided by Employment Support Centers in the Fergana Valley. Drawing upon international best practices, the methodology integrated insights gleaned from the study of labor market programs and evaluation results. Evaluation results were analyzed and measures were developed to refine existing programs with an emphasis on institutionalizing the principles of personnel management in the public/private sector. On the basis of the developed methodology, rapid assessment of services available in the employment support centers both in public and private was carried out, focusing on private and public sector HR services for persons with disabilities, youth, women and migrants.



Rapid assessment process in the target regions

3.7 Harmonization of National vacancy positions descriptions and professional standards with ISCO-08

Besides, the project supported analysis of vacant positions and professional standards in the labor market to connect and match descriptions of vacant positions with professional skills and standards. As part of the analysis, an analytical review was prepared on the formation of uniform requirements for the development of professional standards based on functional analysis, also corresponding to the International Standard ISCO-08. Also, a list of current professional standards in Uzbekistan was compiled, marking current and subject to revision of professional standards posted on the Unified Open Portal “prof-standart.uz” (additional entrance - “profstandart.mehnat.uz”) in the section “Register of Professional Standards”. An explanatory manual was prepared to describe the codes of the Classifier of main positions of employees and professions of workers (HALIKK-2020. O’DSt 3513:2021) - “National Classification of Occupations, integrated into ISCO-08” in the state language.

Currently, the developed materials under this activity were officially acknowledged by the National counterpart as the project team's efforts to develop professional standards that align with the international benchmark of ISCO-08. This initiative marks the first time that Uzbekistan’s professional standards will be harmonized with the globally recognized standards and these standards have been submitted to the Cabinet of Ministers for official endorsement.

3.8 Development of Client-centricity methodology based on Russian experience

Furthermore, the methodology was developed for measuring the customer focus index for employment agencies (a system for monitoring and assessing the quality of work of Employment Promotion Centers). As part of it, the project developed a measurement of the client-centricity index based on international experience for employment agencies taking into account the realities of Uzbekistan. The purpose of this work is to create tools for managing the quality of customer experience by monitoring the achievement of performance indicators of employment support centers (ESC) towards clients and identifying problem areas in the work of ESC bodies in order to improve the work of ESC based on an analysis of the quality of customer experience. Based on the developed tools, departments of the ministry, as well as regional employment departments, can collect a set of characteristics of the work of the ESCs related to its ability to meet established requirements and meet the expected needs of job seekers and employers and carry out a set of measures aimed at creating conditions in the ESCs in which expectations and the preferences of job seekers and employers determine the composition of services, the parameters for receiving them, as well as individual characteristics of the work of employment centers.



Presentation of the client centricity methodology

3.9 Capacity building activities for the Ministry staff

Capacity building training workshops were organized to better familiarize ministry staff, as well as regional units, with the updated functions of the current structure of the Ministry of Employment and Poverty Reduction. 2-day trainings were conducted with the participation of experts for specialists from the Ministry and its regional departments, the Employment Support Center and included 42 participants from all regions of Uzbekistan (16 women). The main aim of the training was to familiarize the ministry specialists with the updated functions of the ministry in view of current updates.



Capacity building training sessions for the specialists of the ministry

3. PROJECT RISKS

The risks indicated in the Project Document remain unchanged for the reporting period. There are changes and additions in the list of risks, particularly related to the economic sanctions posed on Russian economy, as well as Uzbek migrants.

First, this was related to the increase of returning migrants from neighboring countries, including Russia and Ukraine. This would increase the number of unemployed people in the regions, particularly in the regions of Fergana Valley. However, according to various estimates, the economic situation in host countries allowed most of the migrants to sustain their jobs (in Russia, Kazakhstan and other countries).

Second, the project faced operational difficulties with hiring and recruiting experts, as well as consultants and firms from Russia due to sanctions and financial restrictions.

In addition, the administrative reforms have caused serious delays due to re-appointment of several high-level public officials, as well as restructuring of a number of the ministries and public agencies, including the Ministry of Employment and Poverty Reduction, Ministry of Economy and Finance, and others.

To mitigate the abovementioned risks, the project continued to collaborate closely with the Ministry of Employment and Poverty Reduction and national partners to support their efforts and adapt to working in new realities with proper communication and initiatives not to affect the project delivery and targets.

There are similar risks as in the previous year, which are associated with the project staff rotation and lack of qualified candidates to fill the position, the project operated below the planned capacity for the whole year of 2023. Currently, program staff positions are vacant and project is operating at almost full capacity.

The main expected risks for the reporting period were:

Risk 1. Consistency of organizational structure and institutional memory, quick staff turnover within local authorities.

Risk 2. Potential of further worsening of the overall economic situation due to partial sanctions and complexity of relations with main agriculture commodity markets, which may negatively affect the level of employment.

Risk 3. Regulatory and institutional limitations to enhance labor market programmes (LMPs).

Risk 4. Availability of sufficient number and quality of professionals in line with the labor market demand.

4. LESSONS LEARNED

There are some IFIs and other international organizations that are conducting similar activities in the labor market of Uzbekistan in partnership with the Ministry of Employment and Poverty Reduction of Uzbekistan and the Ministry of Higher Education, Science and Innovations. As a result, the project needs to adjust interventions reflected in Project Documents to avoid duplicating or overlapping with those of other international counterparts. Resources IFIs have ensures a higher capacity to cover target regions and provide a comprehensive approach to certain reforms.

To cope with these strategic and operational issues, the project is closer to the real situation and is at the forefront of meeting the needs of the national partner and the country, focusing on systemic issues and gaps that occurred at the policy level. Also, the project builds stronger partnerships and interaction with relevant national organizations and IFIs while tackling poverty issues via employment and skills development and policy recommendations.

5. FUTURE PLANS

Activities that have been planned for the current year, have been carried out in cooperation with national partners and local organizations to assure ownership of the initiatives of the project. All activities outlined in the Annual Work Plan are attached to the national stakeholders to be implemented jointly with them.

During the reporting period the project has increased collaboration with the local and international organizations, as well as with the UNDP country offices in Kyrgyzstan and Tajikistan. The project continues close collaboration with MEPR, and subordinate organizations such as Monocenter, relevant departments and specialists, established collaboration with regional departments and organizations, such as Business Women Association, and regional Khokimiyats, and plans to engage with other potential local partners.

In the first half of 2024, the project will focus on the completion of all activities launched during the reporting period as per project APA and AWP, achievement of budget and target results, and ensuring their sustainability. As project implementation is planned to be completed in June 2024, the project is currently conducting the **final evaluation**, which is being carried out by a team of international and national experts.

Ongoing activities. The upcoming activities outlined in the report signify the ongoing commitment of the joint project to advancing entrepreneurship, supporting labor market initiatives, and fostering sustainable economic growth in the Ferghana Valley region. The key future plans include:

- Final Event of the Acceleration Program:

The project is preparing for the final award event, known as the "Demo Day," where selected grant recipients will showcase their business projects and products. This event serves as an opportunity for participants to present their achievements to a wide audience, including potential investors, and receive recognition for their efforts.

- Small Grants Program:

Following the completion of the main acceleration program, the joint project has initiated the selection process for the best business projects. Fifteen projects will be chosen for further financial support through small grants, aimed at facilitating the rapid development of businesses. Each selected project will receive up to 75 million soums (approximately 95,000 US dollars) in equipment grants, empowering entrepreneurs to scale their ventures based on the knowledge gained during the acceleration program.

- Research on Utilizing the Potential of Labor Migrants:

The project has commenced practical research to explore alternative solutions for harnessing the potential of labor migrants in the Ferghana Valley region. This evidence-based research aims to identify sustainable employment opportunities, address socio-economic constraints, and promote regional economic recovery post-pandemic. Through collaboration with stakeholders and sharing of best practices, the research endeavors to foster awareness and facilitate informed decision-making regarding labor migration policies.

- Training Programs:

The project plans to conduct training sessions on organizing and conducting hackathons, incubation, and acceleration programs. These sessions will equip specialists from various governmental and non-

governmental entities with the necessary skills and knowledge to organize similar initiatives in the region.

- Piloting the "Occupational Barometer"

Additionally, efforts are underway to pilot the methodology of the "Occupational Barometer," which aims to forecast the demand for labor force skills and professions in key sectors of the economy. Upon successful piloting, the occupational barometer will be scaled up to cover the most demanded sectors nationwide, contributing to more informed workforce planning and development strategies across Uzbekistan.

- Support in Joint Proposal Preparation for UN Global Accelerator on Employment and Social Protection:

The project will provide support in preparing joint proposals as part of the UN initiative "Global Accelerator on Employment and Social Protection." By leveraging collective expertise and resources, the project aims to develop comprehensive proposals that address key challenges and opportunities in promoting employment and social protection at a global level. Through collaboration with UN partners and other stakeholders, the project seeks to contribute to the advancement of inclusive and sustainable development agendas.

-Support for the National Agency for Social Protection in Conducting PwD Skills and Needs Assessment Survey:

Furthermore, the project will extend support to the National Agency for Social Protection in conducting a survey on PwD skills and needs assessment. This initiative aims to gather comprehensive data on the skills landscape and identify priority areas for intervention to enhance employability and social inclusion. By conducting a thorough assessment, the project seeks to inform evidence-based policy formulation and program development, ultimately contributing to more effective and targeted interventions in addressing societal needs of PwD.

6. PARTNERSHIPS

Over the past period, a number of organizational measures have also been taken to improve the quality of project implementation in the regions Ferghana Valley in partnership with the local and international stakeholders and partner organizations.

The project is seeking partnerships for developing training modules and training instructors on the repair and maintenance of electric cars and charging stations, with known regional manufacturers (BYD, Hyundai, Volkswagen etc.) to train certified specialists and instructors at Monocenters in Tashkent and in the regions.

In particular, the project is working closely with relevant departments and regional departments of the Ministry, Tashkent, and regional Monocenters, Committee on Family and Women Affairs, Businesswomen's Association, Agency on Labour migration, Agency on working mahallabai and supporting entrepreneurship, agency on Youth Affairs. Of International organizations the project is

cooperating with KOIKA, UNICEF, and development projects of UNDP in Uzbekistan, Tajikistan, and Kyrgyzstan based in the regions of Fergana Valley.

7. PARTNERSHIP WITH THE RUSSIAN FEDERATION

The use of Russian expertise and the establishment of partnerships with Russian organizations is one of the key aspects of project implementation.

In this context, one of the key areas for attracting Russian expertise in 2023 was the continuation of successful cooperation with the Russian consulting company “Navigatum” on development and conducting five-day ToT training workshops in Fergana on the provision of professional guidance and career advice services on top of conceptual, functional and other aspects of creating "situational rooms for career guidance" along with software for passing tests, as well as interactive infographics on career clusters.

In partnership with Ministry of Higher Education, Science and Innovations of Uzbekistan, and Ministry of Education of Russia the project is developing a knowledge exchange internship programme on adapting construction standards and curricula into the education system of Uzbekistan at Construction College in Russian Federation.

8. COMMUNICATION AND VISIBILITY

The project gives a high priority to the visibility issues. In addition, the project ensures a wide coverage of the activities by the mass media with clear indication of the funding source of the project according to the visibility requirements of TFD. The list of activities covered by the media during the first half of 2023 and knowledge materials with relevant links are provided in **Annex-1**.

Project’s page on the CO’s webpage:

EN: <https://www.uz.undp.org/content/uzbekistan/en/home/projects/adapting-population-skills-to-the-post-pandemic-economy-in-ferga.html>

RU: <https://www.uz.undp.org/content/uzbekistan/ru/home/projects/adapting-population-skills-to-the-post-pandemic-economy-in-ferga.html>

Social media channels, where project results are regularly featured:

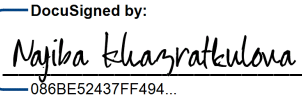
- Facebook: <https://www.facebook.com/UNDPUzbekistan/>
- Twitter: https://twitter.com/UNDP_Uzbekistan?s=20
- Telegram: <https://t.me/undpuzbekistan>
- Instagram: <https://instagram.com/undpuzbekistan>
- LinkedIn: [linkedin.com/company/undp-uzbekistan](https://www.linkedin.com/company/undp-uzbekistan)
- Youtube: youtube.com/user/UNDPUzb

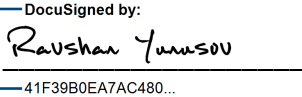
9. FINANCIAL MANAGEMENT

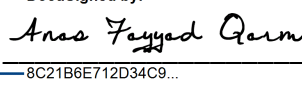
The project delivery in 2023 is USD 527,181 or 80.2%.

OUTPUT	Budgeted for 2023	Delivered	Delivery rate
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		by December 2023	
Component 1. Creating decent employment opportunities by improving competences of self-employed and unemployed youth, women, returning migrants and other vulnerable groups.	\$253,853	\$220,132	86.7%
Component 2. Strengthen entrepreneurship skills development and start-up ecosystem.	\$212,339	\$143,067	67.4%
Component 3. Support redesigning of Government labor market programs and increasing their impact and reach to create better opportunities for those employed in the informal economy.	\$117,949	\$69,731	59%
Project management costs	\$72,915	\$94,251	129.2%
TOTAL:	\$657,055	\$527,181	80.2%

Submitted by:  Ms. Najiba Khazratkulova, Project Manager on Adapting population skills a.i.
DocuSigned by: 086BE52437FF494...

Cleared by:  Mr. Ravshan Yunusov, Head of Inclusive Growth Cluster a.i.
DocuSigned by: 41F39B0EA7AC480...

Cleared by:  Mr. Anas Fayyad Qarman, UNDP Deputy Resident Representative
DocuSigned by: 8C21B6E712D34C9...

Date: 14-Apr-2024

10.4 Media coverage report with links to main publications

During the reported period, in total 12 press-releases/stories on project activities were published on the UNDP and MELR websites in Russian, Uzbek and English languages, social media resources, including 12 posts on the Facebook pages, 10 posts in Telegram channels, 10 articles on the websites of partner organizations, and 56 posts on social media resources of partner organizations.

The list of activities covered by media (during 2023) with the links.

Publications related to Skills Development project activities on the UNDP's website in 2023

No	Posted date	Title	Language	Link
1.	30.11.2023	Trainings on "Digital entrepreneurship and the use of digital technologies in business development"	Rus., Uzb.	https://t.me/undpuzbekistan/2647

2.	24.11.2023	Trainings on “Financial Literacy”	Rus., Uzb.	https://t.me/undpuzbekistan/2598
3.	12.10.2023	Regional conference on “Development of digital entrepreneurship”	Uzb.	https://t.me/undpuzbekistan/2168 https://fergana.uz/site/view/news/11383356
4.	10.10.2023	Regional conference on “Development of digital entrepreneurship”	Uzb.	https://t.me/undpuzbekistan/2130
5.	14.03.2023	“Demo-day” event / Acceleration program of business initiatives among women in Fergana valley	Rus., Uzb.	https://t.me/undpuzbekistan/950
6.	01.03.2023	Presentation of business projects in Andijan / Acceleration program of business initiatives among women in Fergana valley	Rus., Uzb.	https://t.me/undpuzbekistan/850
7.	27.03.2023	Presentation of business projects in Fergana/ Acceleration program of business initiatives among women in Fergana valley	Rus., Uzb.	https://t.me/undpuzbekistan/844

Knowledge materials Links to Knowledge Management Products (Analytical Notes, Policy Papers, Training materials, Regulations as per components).

Knowledge materials (Component-1)

1). Developed 5 Scenarios on Soft Skills for online courses [5 Scenarios on Soft Skills – Google Диск](#)

2). Developed 3 Manuals for migrants [Manuals for migrants – Google Диск](#)

Knowledge materials (Component-2)

1). Website of the regional business acceleration program for women in the Ferghana Valley "Women's Initiative"

<http://www.startup4ayollar.uz/>

2). Website for distribution of electronic versions of trainings on "Introduction of information technologies and their products in the development of small and private businesses" -

<https://digitalmix.startupfactory.uz/>

3). Guidelines for organizing and conducting acceleration programs to support innovative ideas and startup projects of women

<https://drive.google.com/file/d/10JmNu5egN-lwzaYDyMfl2uGq7EqSFgYA/view?usp=sharing>

4). Methodological guide and infographics on the topic "Digital entrepreneurship and the use of digital technologies in business development"

https://drive.google.com/drive/folders/1BBipHnj4FIR7nufBamZGhX7o_puA3mTn?usp=sharing

5). Presentations and a methodological guide in Russian and Uzbek on the topic "Digital marketing and Online sales"

https://drive.google.com/drive/folders/1v-Q-4W7ptloxvdbvwBk5wPX4NYWTL_QL?usp=sharing

6). Manuals on "Financial Literacy" and "Preferential Microloans"

[Manuals on financial literacy – Google Диск](#)

Knowledge materials (Component-3)

1). Website of the Frequently Asked Questions on employment related topics:

<https://savollarmehnat.netlify.app/#category>

2). Virtual assistant tool as Chatbot with artificial intelligence (AI) function to improve interaction of the Single National Labor System with customers:

<https://ecosys.mehnat.uz/>

Dear Colleagues, please provide information <u>since the project start</u> , not just for the past year. If you have no estimates, leave the cell empty. Please include information on actually engaged partners, reached beneficiaries, etc, not the future estimates.								
Name of the project/ years	Estimate number of direct beneficiaries	Estimate number of indirect beneficiaries	Cofinancing by national and local partners, including communities, already received	Cofinancing by UNDP and international partners already received	Number of national, province and local partners engaged in implementation	Number of Russian organizations engaged in implementation (contracted, engaged without a contract, not the affiliation of individual experts)	Number of Russian experts engaged <u>individually</u>	An estimate number of news and other media pieces where project was featured
Adapting population skills to the post- pandemic economy in Fergana Valley	8 345	439 805	\$198 844	\$60 000	27	2	2	192
	Under Comp-1: 1) Participant of the short and medium-term trainings (1245) 2) Participants of the World Skills National Championship (115) 3) Participants of the World Skills international Championship (10) 4) Participants of the trainings for women in the Fergana Valley on gender equality, social support, etc. (167) 5) Participant of the short and medium-term trainings (613) 6) Participants of master-classes in the framework of engagement of international experts (2,883) 7) Participants of ToT trainings on installing solar panels (34) 8) Participants of the World Skills National Championship (115) 9) Participants of Monocenter trainings Participants of the World Skills international Championship (4) 10) Participants of short-term courses on developing methodological materials on working professions (4) Under Comp-2: 1) Participants of the women startup projects acceleration program (85); 2) Participants of the trainings on development of digital entrepreneurship skill (129); 3) Viewers of video-lessons of the trainings on development of digital entrepreneurship skill (960); 4) Participants of the acceleration projects for youth "Startup Chalkhona" and "Janyration Imak" (90); 5) Participants of the trainings on increasing financial literacy of the population (192); 6) Participants of the trainings on adopting "AfloYouth" training materials, conducted for the Monocenter representatives (36). 7) Participants of the women startup projects acceleration program (81); 8) Participants of the trainings on microloans (49);	Under Comp-1: 1) Participant of the short and medium-term trainings (826 students * 3 family members, 47 trainers * 40 students, 320 government employees * 3 co-workers) 2) Participants of the World Skills National Championship (42 participants * 3 family members, 73 experts * 4 students) 3) Participants of the World Skills international Championship (10 participants * 3 family members, community members * 3 family members) 4) Participants of the trainings for women in the Fergana Valley on gender equality, social support, etc. (167 participants * 3 family members) 5) Participant of the short and medium-term trainings (613*3 family members, 28 trainers *40 students) 6) Participants of master-classes in the framework of engagement of international experts (2,883*3 family members) 7) Participants of ToT trainings on installing solar panels (34*3 family members) 8) Participants of the World Skills National Championship (95*3 family members) 9) Participants of Monocenter trainings Participants of the World Skills international Championship (4*3 family members) 10) Participants of short-term courses on developing methodological materials on working professions (4*3 family members) Under Comp-2: 1) 1) Acceleration program participants team members, family members and workers (85*12=1020); 2) Team members (including workers) of digital entrepreneurship skill development trainings (129*5=645); 3) Dependents of viewers of digital entrepreneurship skills development video-lessons (960*3=2880); 4) Team members of participants of the acceleration projects for youth "Startup Chalkhona" and "Janyration Imak" (90*2=180); 5) Family members of participants of the trainings on increasing financial literacy (192*5=960); 6) Participants of training courses in the regional Monocenters (12*90=1080). 7) Participants of the women startup projects acceleration program (81*7 family members and workers); 8) Participants of the trainings on microloans (49*3 family members); 9) Participants of the conference "Digital Fergana Valley" (80* 2 beneficiar); 10) Participants of the trainings on digital entrepreneurship (65*3 family members); 11) Participants of the training on financial literacy (64* 3 family members) 12) Participants of the trainings on the acceleration program second cycle (84* 7 family members and workers) 13) Participants of the trainings on e-commerce (89*3family members). Under Comp-3:	Cofinancing from the Agency on Labour migration for organization of the international forum on labour migration	1) Cofinancing attracted from IRH to support response measures to the effect on the country indirectly affected by the socio-economic crisis; 2) Cofinancing attracted from UNICEF in organizing ToT on Aflayouth program guidelines under Comp-2;	Under Comp-1: Partners in Fergana Valley: 1) 3 regional departments of MEPR; 2) 3 regional Monocenters; Under Comp-2: Partners in Fergana Valley: 1) 3 regional departments of MEPR; 2) 3 regional departments of MEPR; 3) 3 regional departments of BWA; 4) 3 regional departments of CCL. Under Comp-3: Partners in Fergana Valley: 1) 3 regional departments of MEPR; 2) 3 regional Monocenters; 3) regional branches of the Employment Support centers	Navigatum and the ministry of higher education of Russian Federation were engaged in implementation; Navigatum and Appen Russian companies were engaged in implementation	One expert in the framework of the regional forum for labor inspectors was engaged from RF; One expert in the framework of the conducting ToT on professional guidance and job counseling was engaged from RF	1) 20 press-releases/stories on project activities published on the UNDP and MEPR websites in Russian, Uzbek and English languages; 2) 22 posts on the Facebook pages; 3) 20 posts in Telegram channels; 4) 10 articles on the websites of partner organizations; and 5) 112 posts on social media resources of partner organizations. Please kindly in Annex 1 of the progress report for more details