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the Russian Federation*



The Russian Federation-UNDP Trust Fund for Development

Adapting population skills to the post-pandemic economy in Fergana Valley

Final report

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Committee, February 2021

The Russian Federation-UNDP Trust Fund for Development (TFD)
Project Final Report

Project title:	Adapting population skills to the post-pandemic economy in Fergana Valley
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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

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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 *(1-2 pages, here and below the suggested length is given)*

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 its operating cycle, the project focused on supporting self-employed and unemployed women, returning migrants, and youth, building their capacity through targeted training programs and resources. The goal was to create sustainable and adaptable opportunities that are future-resistant, providing a foundation for economic growth and self-sufficiency. This included support for digital literacy and technical skills, as well as access to resources such as mentorship and networking opportunities. The project supported national partners in developing and implementing the professional development programmes throughout the country, as well as with pilots in 3 regions of Fergana Valley, including Ferghana, Namangan, Andijan regions, in organization of the national championship on skills development and provided analytic support for the ongoing joint activities.

The project implemented number of 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. International consultants developed module programmes expected to be used by Monocenters as basis for the further sessions. In addition, the project organized free master classes for a total of 2,883 people with 2,528 of them being women. As a result, the Monocenters were equipped with six modern and effective training programs, along with teaching materials, tailored to six specific professions. These programs aim to train skilled specialists who meet the current demands of the labor market.

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 in 2023. 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 project carried out a rapid assessment to evaluate the supply and demand for professional and technical skills by conducting a survey among both the local population and small and medium-sized enterprises (SMEs) in 2022. The survey included participation from 750 households, comprising 2,783 individuals, across 30 makhallas (residential municipalities) in the Ferghana region. Additionally, 600 employers, representing public and private companies as well as SMEs, provided insights into the most in-demand professional skills. Using the survey findings, the project developed an analytical report along with a methodology to facilitate annual labor market assessments.

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 first cycle of 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 in 2023. 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 in 2023. 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 in 2022. 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. The program's focus on women and youth has had a significant social impact, with 81% of participants being women, and 27 young people gaining skills that have enabled them to enter and thrive in local markets, contributing to long-term gender equality and youth empowerment in the region. It is estimated that at least 40% of the participants (around 34 individuals) successfully launched or scaled up their business projects within 6-12 months of completing the program.

The project collaborated with UNDP Country Offices in Tajikistan and Kyrgyzstan to implement youth acceleration programs in the Ferghana Valley. During the reporting period, a specific initiative was carried out in Khujand, Tajikistan, where the "Startup Choikhona" acceleration program for youth-led start-up projects took place. This program was organized as part of the 8th International Trade Fair "Sughd-2022." The project contributed by providing trainers and mentors who conducted specialized training sessions, mentoring, and consultations for the youth start-up representatives participating in 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. The application was installed in 9 in the Poverty Reduction and Employment Support Department and Monocenters in the cities of Andijan, Fergana, and Namangan. Around one thousand monocenter visitors used the application in 2023.

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 as well as piloting of the Occupational Barometer on the basis of Finnish experience 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 and forecasting the demand and supply for labour force in the labour market. These initiatives mark the first time that Uzbekistan's professional standards as well as forecasting tool for labour force are harmonized with the globally recognized standards and these standards have been submitted to the Cabinet of Ministers for official endorsement in 2024.

The project also organized the launch ceremony of the "Situational Room," a professional and career guidance center designed to offer services in career orientation and vocational guidance. The center is equipped with VR simulations of various professions and interactive test applications in the form of games, providing an engaging way for individuals to explore different career paths.

2. RESULTS *(10-20 pages)*

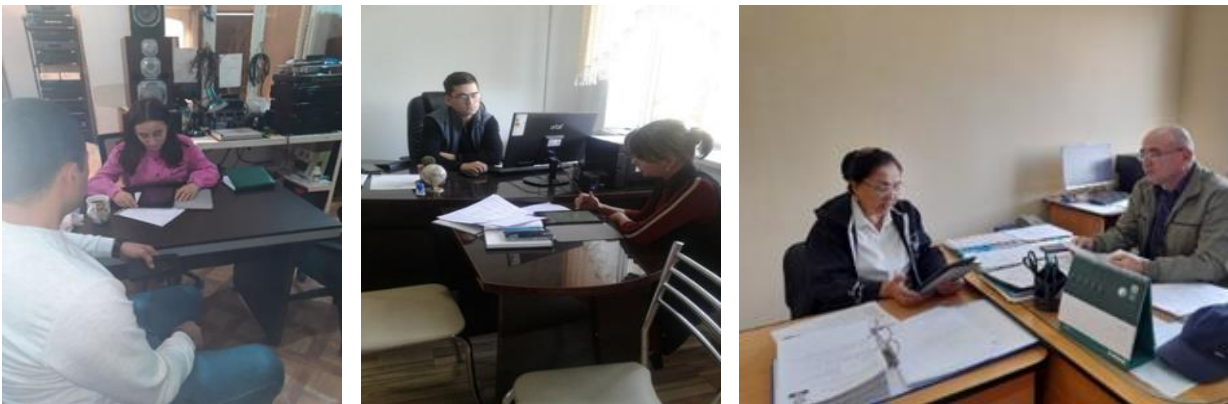
Due to the impact of the pandemic on the economy and social life of the population, the main tasks of the government of the Republic of Uzbekistan were aimed at economic development, in particular the development of small and private businesses, as well as reducing unemployment among the population, especially in rural areas.

During the following year, 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 and accomplished the remaining activities in the first half of 2024.

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.

Rapid assessment and evidence-based policy advice to the Government of Uzbekistan on the crisis- resilient recovery and future skills development. Project conducted a rapid assessment of supply and demand for professional and technical skills building via conducting survey among the population and SMEs. 750 households (2783 people) in 30 makhallas (residential municipalities) of Ferghana region took part in the survey. 600 employers (public and private companies, SMEs) shared their views on the currently required professional skills. Based on the survey results, the project elaborated an analytical report and methodology for conducting annual assessments of the labour market.



In-person survey with employers/SMEs and employees/job seekers (Namangan, October 2022).

Design and implementation of short- and medium-term programmes for building technical skills and competencies of self-employed and unemployed men and women in selected, most demanded working professions to address immediate post-crisis market demands. Project supported local professional development centers - Monocenters in Andijan, Namangan and Fergana regions of the Republic of Uzbekistan to launch and run skills development programmes. Programmes conducted mostly for 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.

Seven international consultants with a solid professional background for preparing training modules and materials, delivered training sessions and evaluated the progress of trained students on 6 professions, including hairdressing, agriculture technology, cooking, culinary, fashion design, veterinary with the duration of 3 months. To ensure sustainability of the knowledge transfer process, the project organized separate sessions (training of trainers) for the trainers of the local Monocenters. International consultants developed module programmes expected to be used by Monocenters as basis for the further sessions. Programmes are expected to increase the capacity of the Monocenters to provide services to the unemployed by providing

enhanced vocational trainings. To ensure a smooth knowledge transfer process language support was delivered (from Turkish to Uzbek).

As a result, 1,084 students (of which 826 are women/young girls) were trained, including 47 training of trainers. Among them 320 specialists from different organizations (public and private) attended as external participants. Overall number of the trainees amounted to 1,245 people.



Attendees (students) of the training courses on vocational skills (fashion and cooking technology) organized by the project in Ferghana valley regions (Ferghana, May 2022).

To address the pressing need for skilled professionals, the project continued its support by engaging five more 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 International instructors

Besides, project updated and developed 6 (six) educational programs and teaching aids of short- and medium-term courses taught in the Monocenters “Ishga Markhamat” and vocational training centers. The work involved the study and analysis of current educational programs and teaching aids for selected 6 professions taking into account the increase in practical training hours and international experience as well as the Worldskills standards. As a result, the Monocenters received 6 modern and effective training programs and teaching aids for selected 6 professions for the training of qualified specialists who meet the requirements of the labor market. As part of the activity, project organized a presentation of developed educational programs and teaching aids for deputy directors and methodologists of Monocenters “Ishga Markhamat” from 12 regions and Tashkent city, involving 26 participants (30 % of these women). Presentation participants learned on the basis of which legislative acts and regulatory documents educational programs were developed, as this is the basis and ensures the successful completion of the relevant approval procedures. At the same time, what innovations and changes were introduced into the new programs, and also received information about methodological tools and international experience used in improving educational programs.



Presentation of 6 new developed educational programs in Tashkent

Supporting the implementation of the WorldSkills standards into the vocational training. Project supported the organization of the national WorldSkills Championship as part of the initiative on integrating international standards to the vocational training. 42 participants demonstrated their skills in 8 WorldSkills competencies: hairdressing, fashion technology, cooking, mobile robotics, medical and social care, dry construction and plastering, electrical installation and welding work, while 73 national experts were involved in evaluation and assessment.



WorldSkills National Championship participants – experts and contestants (Tashkent, April 2022)

Project supported the participation of the national team of WorldSkills Uzbekistan (<https://www.gazeta.uz/ru/2022/11/12/worldskills/>) in the international championship on vocation skills in Bordeaux, France (August, 2022).



WorldSkills Uzbekistan national team members (Bordeaux, August 2022)

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

Establishing competence assessment digital infrastructure in pilot Monocenters and launching of “Situational room”. Project developed digital tools to assist the unemployed youth, women and returned migrants in finding job opportunities by identifying their abilities and strength. In particular, the project developed:

- VR application as a close perception tool for getting close to most popular professions, including welding and plumbing.
- 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. 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.
- Testing application (first phase) which will assist users to identify their weaknesses and strengths and based on this information formulate personal development suggestions.

Based on the developed tools, 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

Also, the project 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

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.

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

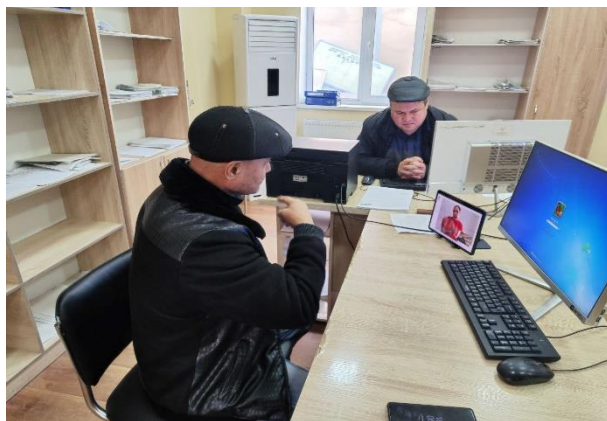
The project jointly with MEPR, Ministry of Higher Education, Science and Innovations of Uzbekistan and Ministry of Education of Russia organized knowledge exchange apprenticeship programme at the Moscow Architecture and Design College. The apprenticeship aimed at integrating construction standards and curricula seamlessly into Uzbekistan's education system, ensuring alignment with the country's specific demands and requirements. Implemented in December 2023, the apprenticeship 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 apprenticeship, ensuring their relevance and applicability within Uzbekistan's educational framework.

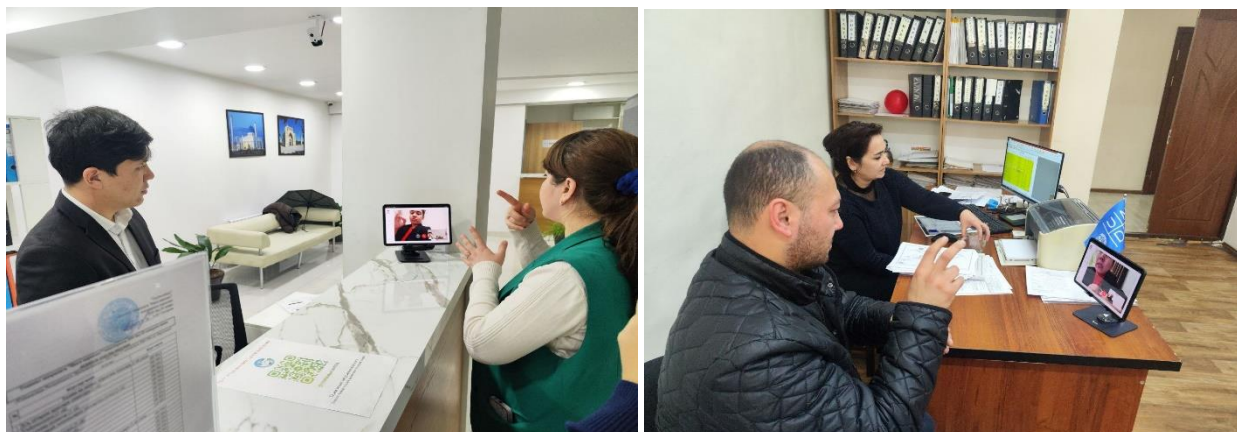




Internship in Moscow Architecture and Design College “26 КАДР”

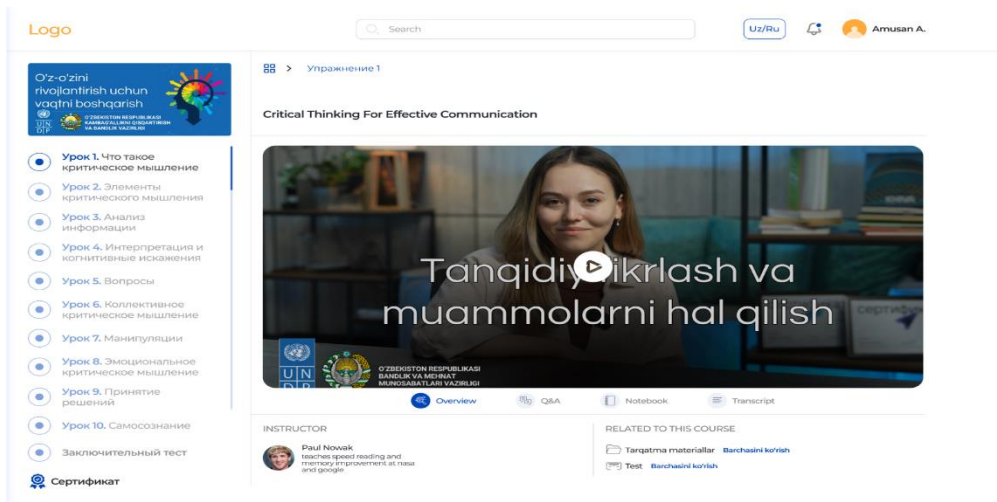
The project developed a cutting-edge web-based video-transmission software solution “Imo Ishora” aimed at revolutionizing online sign language interpretation services for people with disabilities. This innovative tool was piloted in the Employment Support Departments and Monocenters located in Tashkent 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

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 comprising 102 educational video lessons on business communication (Soft skills - soft skills, and career center services) and 5 Scenarios and placement in the DLS [Foydali ko'nikmalar | Video darslar \(mehnat.uz\)](#)) on the national partner's web (online) platform.



Online platform of developed video courses

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.

Project conducted series of trainings for women in the Fergana Valley on gender equality, social support, including reintegration into society and creating conditions for the professional development of women. The training was attended by representatives of the family and women's departments of the regional and district khokimiyats, the Agency for External Labor Migration, employees of employment centers, advisers of makhalla committees, psychologists and woman migrants (more than 167 people, of which 56 are woman migrants, 96 advisers, 15 employees of employment support centers).

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.



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.

Business acceleration programs (2 cycles) for women in Ferghana Valley. In order to study and integrate best foreign experience, study tour was organized to learn the experience of the Self-Employed Women's Association of India (SEWA) on women cooperatives. The study tour team learned successful experience of SEWA in organizing and supporting women's cooperatives in

rural areas of India, in conducting capacity building activities for women and supporting organization of new women-initiated entrepreneurial activities. During the study tour, in order to see the real onsite results, there were conducted several site-visits to the rural districts of Gujarat state where the team met with women entrepreneurs in rural areas and studied results of work of SEWA with the members of the association, including implementation of women initiatives support projects. In addition, the team was introduced with the process of organizing and conducting special training courses for women who intend to start their own entrepreneurial activities.

The study tour participants included representatives of the MELR, Business Women's Association of Uzbekistan and employment department from the region and the UNDP joint project.



Visit to India to study SEWA experience in supporting women initiatives (Gujarat state of India, December-2022)

To identify the main areas of entrepreneurial activity among women in the regions of Fergana Valley, a brief analysis was conducted. Based on the analysis and meetings held, the list of the most common and demanded types of entrepreneurial and self-employment activities among women in rural areas was developed. From this list, two of the most common areas of activity among women were identified for coverage under the acceleration program of women's startup projects. These are "Production of confectionery and food products" and "Production of garments". During the registration process for selection to the acceleration program, 354 applications were received. Including 158 applications from Ferghana region, 105 applications from Namangan region and 85 applications from Andijan region. After the deadline for accepting applications for participation in the acceleration program, based on the established criteria the selection of program participants was carried out and a total of 85 women participants were selected to participate in the full course of the acceleration program. Appropriate trainers and experts for the acceleration program were also identified, training plans and necessary training materials were developed.

The second 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.

As a result of the first and the second cycles of the program, 18 participants' and 17 participants' initiatives were selected respectively, which were provided with technical support from the joint project and about 126 new jobs were created for women, including youth. The winners of the acceleration programs were expected to receive small grants in the form of equipment for organization and further development of their business activities. During the reporting period, several cases were launched for the purchase of equipment and inventory, which were provided to the final winners of the acceleration program as grant assistance to support the implementation of their business projects. By the end of the project, the planned equipment and inventory were fully procured, a total of 20 types of equipment for a total amount of almost 78,000 and 80,000 US dollars respectively.



Samples of the procured equipment as the technical assistance



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

At the end of the acceleration programs, "Demo Days" were organized and held. The main purpose of these events were 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.



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

Collaboration with UNDP CO's in Tajikistan and Kyrgyzstan in conducting of youth acceleration programs in Fergana Valley. During its reporting period, the project collaborated with UNDP Country Offices in Tajikistan and Kyrgyzstan to support youth start-up projects in Ferghana Valley. In Khujand city of the Republic of Tajikistan, it was conducted an acceleration program for start-up projects of youth "Startup Choikhona". This acceleration program was organized in the framework of the 8th International trade fair "Sughd-2022". The project participated in the acceleration program with the trainers and mentors who conducted special trainings, mentoring sessions and consultations for representatives of youth startup projects participating in the acceleration program.



"Startup Choikhona" acceleration program in Khujand city of Tajikistan, June-2022 and "Janyration Imak" acceleration program in Osh city of Kyrgyzstan, December 2022.

Trainings on digital entrepreneurship skills. To provide technical assistance to entrepreneurs in improving their skills in the field of digital entrepreneurship skills, the project organized and conducted a series of training courses. The planned trainings familiarized entrepreneurs and gave them more extensive information about modern information technologies and their products, their capabilities, as well as provided real recommendations on how to use these capabilities in organizing and developing entrepreneurial activities.

To identify really interested participants for the upcoming trainings, a selection of participants was carried out. For this purpose, the regional employment departments of the Fergana Valley have provided list of recommended potential participants for training. From the general list of 208 candidates, 30 people were selected to participate in the trainings. All selected participants of the trainings underwent a special survey based on a special tool "Digital Pulse" to determine the digital maturity level of MSMEs. The tool has been adapted and translated into Uzbek by UNDP in Uzbekistan.

This new tool involves an assessment of the digitalization of entrepreneurial activity on the following dimensions: 1) Digital connection of the company with customers; 2) Human resources and IT; 3) Information and IT security; 4) Digital company management; 5) Digital production and services.

Based on the results of a survey of participants on "Digital Pulse" tool, the following results were obtained:

- 1) Digital Communications and Digital Communications with Customers: the highest adoption rate in the companies surveyed. Most of the participants are familiar with the concepts of digital communication with customers (as they communicate through instant messengers or social networks), several entrepreneurs indicated that they have websites.
- 2) Human resources and IT: most of the respondents are beginners.
- 3) Information and IT security: most of the respondents are beginners, some organizations have antiviruses installed on their computers;
- 4) Digital company management: some organizations have 1C accounting programs, many send tax reports online, which can be attributed to this item;
- 5) Digital production and services: this item caused the most difficulties for the surveyed participants, most of the respondents are beginners.

Based on the profile of the participants, the "Digital Pulse" survey and the responses provided, as well as the experience of conducting training programs in the field of IT for entrepreneurs, a training program was developed, which also included the questions considered in the "Digital Pulse" tool. The planned trainings were conducted accordingly.

The trainings were conducted in all three regions of Fergana Valley. In total 129 representatives of small business took part in the trainings, 83 of which, or 64% of total participants were women. With the purpose of dissemination of knowledge materials to more beneficiaries, it was developed special video version of the conducted trainings. All video materials uploaded to the special website and presented to the partner organizations to disseminate as knowledge materials to more entrepreneurs in Fergana Valley.



Trainings on implementation of information technologies in development of entrepreneurship activities (Fergana valley regions, October – November 2022)

Adaptation and integration of the “AflaYouth” training and professional development program according to “Aflatoun International” standards. In cooperation with UNICEF Uzbekistan and the Netherlands organization "Aflatoun", the joint project worked on adapting special teaching manuals (books) and curricula to the needs and conditions of Uzbekistan. These books and curricula are aimed at developing life, financial, employment and entrepreneurial skills of young people aged 16-30. In order to structurally introduce these books and curricula into the activities of the Monocenters “Ishga Markhamat”, train and improve the skills of the Monocenter’s specialists and trainers, a special Training for Trainers (ToT) was organized, where 30 trainers, of which 11 or 37% were women, from the “Ishga Markhamat” Monocenters from all the regions of Uzbekistan were trained on the methods and application of AflaYouth textbooks and methodologies in consulting the youth.



ToT on AflaYouth methodology and special teaching manuals (Tashkent region, Uzbekistan. December-2022)

Improving financial literacy of population in Fergana Valley. In order to improve financial literacy of the population, several relevant events were organized and conducted within the project in Ferghana Valley. At the first stage of these activities, an analysis of preferential microloans in Uzbekistan was carried out and methodological recommendations were developed on preferential microloans for the self-employed. Further, two trainings, aimed at raising financial literacy of vulnerable population were developed and conducted in the regions of Ferghana

Valley. The first training on "Improving financial literacy" was aimed at improving the population's overall financial literacy. The second training on "Family finance management" was aimed at increasing the literacy of the population in improving skills in organizing and managing the family budget.



Trainings on financial literacy (Fergana Valley regions, December-2022)

The trainings were attended by more than 192 people, of which 97 or 50% were women, from among start-up entrepreneurs, students and graduates of universities and colleges, as well as persons undergoing training in specialties at the “Ishga Markhamat” Monocenters and interested in getting a job. In the classes, which were organized in the form of mini-lectures, group exercises and game cases were played, business coaches shared their knowledge and skills in managing money in terms of wages, expenses, savings, investments, and loans.

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.



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

The project conducted a regional conference on supporting the development of digital entrepreneurship and enhancing cooperation between digital entrepreneurship entities in Ferghana Valley in 2023. 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.



Regional 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.

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.

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.

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.

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.

In the reporting period within the framework of the 3rd component, a methodology has been developed for implementing the index to identify the behavior (expectations) of employers "Occupational barometer", for short-term and periodic forecasting of labor demand by determining the required set of analyzed data (estimated trends, sector of industries, etc.), the method of conducting a survey (online, offline) as well as, the questions and classifications of the surveyed groups, methods of evaluation of the obtained data. Putting it differently, there are more than 8,500 occupations in the labor market, however, there is no mechanism to track the trend of the demand and supply with regard to the professions from the side of the labor force. In order to establish this trend mechanism covering both employer expectations for short-term and periodic forecasting of labor demand and supply with regard to the professions, the methodology of "Occupational barometer" was developed and further piloted in Namangan region of Fergana Valley and results presented to all stakeholders. During the pilot, it was revealed that the labor force in 43 out of 194 occupations (almost every fifth occupation) is insufficient. But this situation will change after a year, on the contrary, it is expected that the labor force will increase in 64 occupations.



Meeting of the Finnish expert with stakeholders on the development of the Methodology on Occupational Barometer (Tashkent, Uzbekistan. November-2022)

BMTD dasturi: loyiha va ijro e'tiborda



Presentation of the Occupational Barometer piloting results (Tashkent, Uzbekistan. May 2024)

Representative of the project and National counterpart participated in the VII Regional forum of state labor inspectors from Central Asian countries and the Russian Federation, during which the relevant experience of the Russian Federation was studied, issues of cooperation on attracting specialists and trainers, as well as organizing an internship program for Uzbek specialists in the Russian Federation for adaptation were discussed. The project supported the organization of the

forum in which more than 110 labor inspectors exchanged experience, improved knowledge and contributed to strengthening ties between the countries of Central Asia in the field of labor rights.



Regional forum of state labor inspectors from Central Asian countries and the Russian Federation
(Tashkent region, Uzbekistan. August -2022)

On behalf of additional attracted funds from the UNDP country office, the project supported the organization of the international forum: “Trends in Labor Migration Processes: Challenges and Opportunities”, the main goal of which was to create a platform for informing foreign employers about labor potential of the Republic of Uzbekistan, exchange of experience and opinions on ongoing measures in this direction by the relevant state bodies and informing the involved parties on the benefits of organized recruitment, and establishing mutually beneficial cooperation.

The international forum was attended by representatives of employers and relevant ministries and departments of Central Asian countries, the Russian Federation, EU member states, as well as experts from international organizations on migration, for a total of about 40 people.



International forum: “Trends in Labor Migration Processes: Challenges and Opportunities”
(Tashkent, Uzbekistan. November -2022)

In addition, 6-day trainings were conducted in the Fergana Valley on the topic of "Joining forces against violence - establishing cooperation between monocentres and vulnerable segments of the population". The purpose of the trainings was to establish and improve working ties between the “Ishga Markhamat” monocenters, shelters and vulnerable segments of the population, by familiarizing women with disabilities, employees and women in shelters, mahallas, with the services provided by monocenters, as well as providing knowledge in the areas of financial literacy and soft skills that are in demand in the labor market.

Training participants included more than 150 women from socially vulnerable segments of the population enlisted in the "women's notebook", survivors of domestic violence, as well as employees of regional employment support centers, monocenters and centers for the rehabilitation and adaptation of women.



6-day trainings on the topic of "Joining forces against violence - establishing cooperation between monocentres and vulnerable segments of the population" (Fergana, Namangan, Andijan, Uzbekistan. December - 2022)

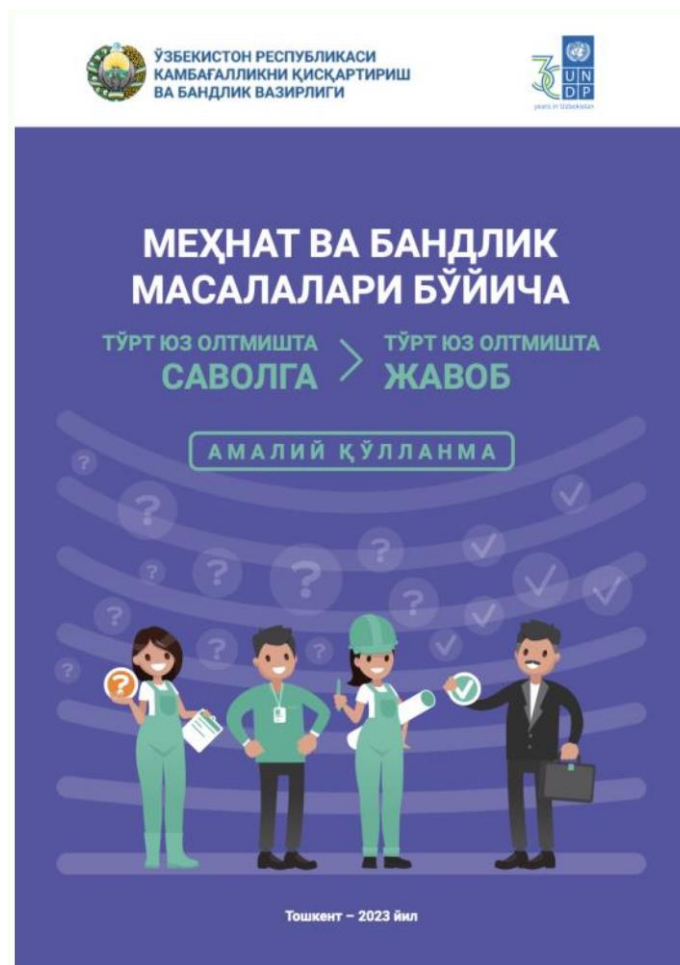
Jointly with the UNDP project on "Addressing socio-economic inequalities in a time of global and regional instabilities", the project supported the organization of the second **International Forum on Poverty Reduction** in Tashkent in partnership with number of public and private institutions, academic 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

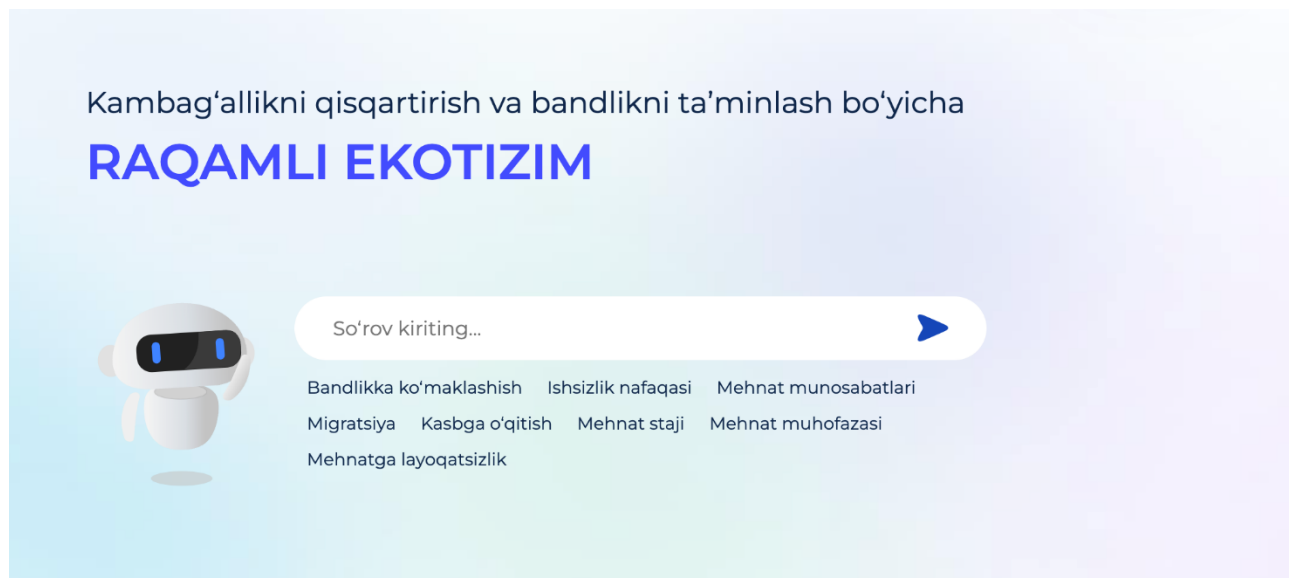
The project developed a manual with frequently asked questions on employment services, which includes answers to 460 most FAQs related to all employment services (unemployment registration, employment support measures, vocational training opportunities, workbook and retirement, income tax, rights and 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>

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/>

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

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. 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.

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 was 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. The methodology was presented in each region of Fergana Valley for more than 150 corresponding specialists of the Ministries’ regional branches and Employment Support centers where the representation of women participants accounted for 45%.



Presentation of the client centricity methodology

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. SUSTAINABILITY OF THE ACHIEVED RESULTS AND FUTURE PLANS (2-3 pages)

The project's outcomes continue delivering benefits and achieving its objectives over the long term, even after the project's formal completion. Considering that, ensuring the sustainability of project results is crucial for maximizing the impact of the project and maintaining the progress achieved, 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. 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.

Also, the methodology as well as piloting of the Occupational Barometer (short-term and periodic forecasting of labor demand and supply by occupations) were welcomed positively by the stakeholders and the National counterpart. Based on the received positive feedback from all parties, currently, scaling up opportunities to all regions of Uzbekistan are put forefront for implementation. The introduction of the Occupational Barometer in Uzbekistan will have a profound impact on the country's labor market. By providing accurate and timely information on labor market trends, it will help align education and training programs with market needs, reduce unemployment rates, and improve the overall efficiency of the labor market. In the long term, the Occupational Barometer will contribute to the development of a skilled and adaptable workforce, capable of meeting the evolving demands of the economy. This, in turn, will attract investment, foster economic growth, and enhance the country's competitiveness on the global stage. The Occupational Barometer represents a significant advancement in Uzbekistan's efforts to modernize its labor market. By providing valuable insights into labor market trends, it will empower policymakers, educators, job seekers, and employers to make informed decisions. As Uzbekistan continues to navigate its economic transformation, the Occupational Barometer will play a pivotal role in ensuring that the country's workforce is equipped with the skills needed for future success.

Besides, 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. The participant-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.

Furthermore, continuous support provided in the form of trainings, mentoring and low value grants in the framework of the “Acceleration program of creative business projects” benefits and impacts the program participants as the program continues to support startups and entrepreneurs long after the initial program cycle. A sustainable acceleration program can foster a thriving entrepreneurial ecosystem, promote innovation, and contribute to economic growth. Successfully implemented two cycles of the program prove that an acceleration program can maintain its relevance, attract high-quality startups, and continue to deliver value to participants and stakeholders over the long term by 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.

To ensure sustainability of the work carried out on supporting development of acceleration programs in the regions, as well as to provide partner organizations with a practical methodological tool, the project has developed a special methodological guide on organization and conducting of such acceleration programs. This manual was developed based on the latest experience of the project conducting such programs and was presented to the partner organizations of the project for further use in practice. In addition, the project conducted a special training for representatives of the regional departments of the Ministry of Employment and Poverty Reduction in Ferghana valley on organization and conducting of acceleration programs and hackathons. The Partner Ministry was very interested in conducting this training and plans to conduct similar acceleration programs in the future using the skills acquired by its employees in the regions.

4. CHALLENGES AND LESSONS LEARNT *(1-2 pages)*

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 needed 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 was closer to the real situation and was 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 built stronger partnerships and interaction with relevant national organizations and IFIs while tackling poverty issues via employment and skills development and policy recommendations.

5. RISKS AND MITIGATION MEASURES *(0.5-1 page)*

The risks indicated in the Project Document remained unchanged for the reporting period. There were changes and additions in the list of risks:

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 were systemic similar risks as in the previous years, which were associated with the project staff rotation and lack of qualified candidates to fill the position, the project operated below the planned capacity for the operating period of the project. Program staff positions were vacant and project was 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.

6. PARTNERSHIPS *(1-2 pages)*

The success of the project largely depends on establishment and development of close partnerships and proper coordination with different stakeholders. In this regard, when planning and implementing any event, the project tried to pay great attention to this aspect.

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.

In particular, there were conducted several meetings with the representatives of regional Khokimiyats of three regions in Ferghana Valley. All three Khokimiyats expressed their desire to maintain close cooperation during the implementation of UNDP projects in their respective areas. Khokimiyats assigned their representatives as a contact and responsible person for work with UNDP projects. Regular meetings are held once every 4-6 weeks.

Similar meetings were also held with the regional departments of the ministry to support the mahalla. At these meetings, agreements were reached on cooperation during the implementation of the project in the relevant regions of Ferghana Valley. All three regional divisions of the ministry appointed responsible persons to conduct and coordinate joint activities with the project.

In addition, there was conducted a separate meeting with the representatives of international organizations working in Fergana Valley. During the meeting issues of cooperation between international organizations and UNDP projects were discussed. In the future, it is planned to hold regular similar meetings with local authorities and project partners in Fergana Valley.

Over the past period, a number of organizational measures have also been taken to improve the quality of project implementation in the regions Fergana Valley in partnership with the local and international stakeholders and partner organizations. The project worked 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 cooperated 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 *(1-2 pages)*

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 the framework of the project was the continuation of successful cooperation with the Russian consulting company "Navigatum" to help with development of conceptual, methodological, functional and other aspects of creating "situational rooms for career guidance", TOR and passport of the situational room, software for passing tests, as well as interactive infographics on career clusters. Also, cooperation was set with "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 August 2022, the Regional forum of state labor inspectors from Central Asian countries (Uzbekistan, Tajikistan, Kyrgyzstan, Kazakhstan, Turkmenistan) and the Russian Federation was organized in partnership with the experts from the "Rostrud" (Federal Labor and Employment Service of Russian Federation), during which more than 110 labor inspectors exchanged experience, improved knowledge and contributed to strengthening ties between the countries of Central Asia in the field of labor rights. In this regard, the project contracted Russian experts for the development of the regional forum's conceptual organization and to ensure that the forum organization is in line with the Annual All-Russian forum of state inspectors.

In November 2022, the international forum "Trends in Labor Migration Processes: Challenges and Opportunities" also strengthened the cooperation among the representatives of employers and relevant ministries and departments of Central Asian countries, the Russian Federation, EU member states, as well as experts from international organizations on migration by exchanging their experience and opinions on ongoing measures in this direction and informing the involved parties on the benefits of organized recruitment, and establishing mutually beneficial cooperation.

In collaboration with the Ministry of Employment and Poverty Reduction (MEPR), the Ministry of Higher Education, Science, and Innovations of Uzbekistan, and the Ministry of Education of Russia, the project organized a knowledge exchange apprenticeship program at the Moscow Architecture and Design College. The aim of this apprenticeship was to integrate advanced construction standards and curricula into Uzbekistan's education system, ensuring they met the

country's specific needs and requirements. Conducted in December 2023, the apprenticeship was a significant success, highlighted by a two-week visit by four methodologists from Monocenters and the Ministry of Higher Education. Upon their return, these methodologists utilized their newly acquired expertise to develop curricula for four of the most in-demand construction professions: welding, electrical work, plumbing, and plastering. These curricula incorporated best practices and insights gained during the apprenticeship, ensuring their relevance and effectiveness within Uzbekistan's educational system.

8. COMMUNICATION AND VISIBILITY (1 page)

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 2022 year 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>

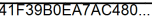
UZ: <https://www.uz.undp.org/content/uzbekistan/uz/home/projects/adapting-population-skills-to-the-post-pandemic-economy-in-ferga.html>

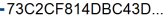
9. FINANCIAL MANAGEMENT

OUTPUT	Budgeted	Delivered
Component 1. Creating decent employment opportunities by improving competences of self-employed and unemployed youth, women, returning migrants and other vulnerable groups.	\$699 565,65	100%
Component 2. Strengthen entrepreneurship skills development and start-up ecosystem.	\$517 466,35	100%
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.	\$276 237,56	100%
Component 4. Project Implementation costs (Staff Salary, Other expenses, DPC)	\$356 091,89	93.2%

TOTAL:	\$1 849 361,45	98,3%
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Submitted by  DocuSigned by:  Mr. Abror Khodjaev, Programme Manager

Cleared by  DocuSigned by:  Mr. Ravshan Yunusov, Head of Inclusive Growth Cluster

Cleared by  Signed by:  Ms. Akiko Fujii, Resident Representative of UNDP Uzbekistan

Date 29-sep-2024

10. ANNEXES

10.1 Project performance data

Indicator data disaggregated by gender when applicable can be organized in a table form following the results framework format:

Results framework of Skills development project

Expected outputs	Output indicators	Data source	Baseline		Targets (by frequency of data collection)					Data collection methods and risks
			Value	Year 2020	Year 2021	Year 2022	Year 2023	Final	Status for 2024	
Output 1. Women, youth and people from remote rural areas benefit from better skills, sustainable jobs and strengthened livelihoods	1.1 Number of youth (disaggregated by gender) graduated LCPD training courses per year	Dedicated studies conducted by UNDP	Number	-	600	900	1200	1200	1848 youth (1245 women and 613 men) graduated LCPD training courses. Also, 2883 participated in the master classes organized by the engagement of international experts	The numbers are cumulative across years; project reports to the donor; minutes of PBMs; terminal evaluation report
	1.2 Percentage of LCPD graduates (disaggregated by gender), who are employed or self-employed six months after program completion	Dedicated studies conducted by UNDP	Number	-	25%	40%	50%	50%	At least 50% of LCPD graduates (305 men and 650 women), were employed/self-employed six months after program completion. Random sampling was carried out where 50% respondents were employed	Project reports; project reports to the donor; minutes of PBMs; terminal evaluation report
	1.3 At least 40% of program beneficiaries are women	Dedicated studies conducted by UNDP	Number	-	Baseline established	20%	30%	40%	67% of program beneficiaries are women Number of all graduates of courses is 1848 people out of which women (1245) account for almost 67%	Project report; project reports to the donor; minutes of PBMs; terminal evaluation report; The numbers are cumulative across years

	1.4 Availability of methodology and guidelines for governmental institutions to formulate effective employment strategies, programmes and initiatives	Dedicated studies conducted by UNDP	Availability	No	Yes	Yes	Yes	Yes	Yes. 11 methodologies and guidelines for governmental institutions to formulate effective employment strategies, programmes and initiatives. They are: 1. Methodology on client centricity; 2. Manual on FAQs in the sphere of employment; 3. Methodological manual on Women's hairdressing; 4. Methodological manual on Sewing; 5. Methodological manual on Gas welding; 6. Methodological manual on Electric fitting; 7. Methodological manual on Plumbing; 8. Methodological manual on Plastering 9. Manual on social and psychological support for migrants 10. Methodological manual on adapted to the local context "AfloYouth" 11. Methodology on implementing occupational barometer based on the experience of Finland 12. Manual on harmonization of the national professional standards with ISCO-08	Project report; printed versions; uploaded to the website of the national partner;
	1.5 Number of labour migrants (disaggregated by gender) benefitted from employment generation, reskilling activities	Dedicated studies conducted by UNDP	Number	-	Baseline established	700	1000	1000	1420 labour migrants (469 men and 951 women) benefitted from employment generation, and reskilling activities. 1) Participants in the training on increasing the financial literacy of the population (192); 2) Participants in the training for women in the Fergana Valley on gender equality, social support, etc. (167)	Project report; project reports to the donor; minutes of PBMs; terminal evaluation report; The numbers are cumulative across years

									3) Participants in the 6-day training on soft skills and financial literacy (169); 4) Participants in the World Skills National Championship in 2022 (115) 5) Participants in the World Skills National Championship in 2023 (115) 6) Participants in the World Skills International Championship (10) 7) Participants of the women's startup projects acceleration program (166); 8) Participants in the training on the development of digital entrepreneurship skills (194); 9) Participants in the acceleration projects for youth "Startup Chaykhana" and "Janyration Imak" (90); 10) Participants in the training on microloans (49); 11) Participants in the training on financial literacy (64) 12) Participants in the trainings on e-commerce (89).	
	1.6 Number of start-ups supported with a special focus on youth and women	Dedicated studies conducted by UNDP	Number	-	2	4	6	6	33 start-ups supported with a special focus on youth and women	Project report; The numbers are cumulative across years; Ministry report

	1.7 Number of staff (disaggregated by gender) improved their knowledge on formulation of effective employment strategies, programmes and initiatives	Dedicated studies conducted by UNDP	Number	-	Baseline established	20	30	30	308 staff (102 men and 206 women) improved their knowledge of the formulation of effective employment strategies, programmes and initiatives. 1) Participants in the training on adapting "AflaYouth" training materials, conducted for the Monocenter representatives (36); 2) Participants in the 5-day training on job counselling and professional guidance (36) 3) Participants in the launching "Situational room" (50) 4) Participants in the training on capacity building for the ministry staff (42) 5) Participants of the Regional Forum for labor inspectors (110); 6) Participants of ToT training on installing solar panels (34)	Project reports; training reports; project reports to the donor; minutes of PBMs; terminal evaluation report
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10.2 Media coverage report with links to main publications

During the reported period of 2022, 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 2022) with the links.

Publications related to Skills Development project activities on the UNDP's website in 2022.

No	Posted on	Title	Language	Link
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1.	June 24, 2022	Meeting with the Deputy Director of the UNDP Regional Bureau for Europe and CIS at the Ishga Markhamat Mono-Center	EN	https://www.undp.org/uzbekistan/press-releases/meeting-deputy-director-undp-regional-bureau-europe-and-cis-ishga-markhamat-mono-center
2.	June 24, 2022	Встреча с заместителем директора регионального бюро ПРООН по странам Европы и СНГ в Моноцентре «Ишга мархамат»	RU	https://www.undp.org/ru/uzbekistan/press-releases/%D0%B2%D1%81%D1%82%D1%80%D0%B5%D1%87%D0%B0-%D1%81-%D0%B7%D0%B0%D0%BC%D0%B5%D1%81%D1%82%D0%B8%D1%82%D0%B5%D0%BB%D0%B5%D0%BC-%D0%B4%D0%B8%D1%80%D0%B5%D0%BA%D1%82%D0%BE%D1%80%D0%B0-%D1%80%D0%B5%D0%B3%D0%B8%D0%BE%D0%BD%D0%B0%D0%BB%D1%8C%D0%BD%D0%BE%D0%B3%D0%BE-%D0%B1%D1%8E%D1%80%D0%BE-%D0%BF%D1%80%D0%BE%D0%BE%D0%BD-%D0%BF%D0%BE-%D1%81%D1%82%D1%80%D0%B0%D0%BD%D0%B0%D0%BC-%D0%B5%D0%B2%D1%80%D0%BE%D0%BF%D1%8B-%D0%B8-%D1%81%D0%BD%D0%B3-%D0%B2-%D0%BC%D0%BE%D0%BD%D0%BE%D1%86%D0%B5%D0%BD%D1%82%D1%80%D0%B5-%C2%AB%D0%B8%D1%88%D0%B3%D0%B0-%D0%BC%D0%B0%D1%80%D1%85%D0%B0%D0%BC%D0%B0%D1%82%C2%BB
3.	June 24, 2022	BMT Taraqqiyot dasturining Yevropa va MDH Mintaqaviy byurosi direktori o'rinbosari bilan «Ishga marhamat» Monomarkazida uchrashuv	UZ	https://www.undp.org/uz/uzbekistan/press-releases/bmt-taraqqiyot-dasturining-yevropa-va-mdh-mintaqaviy-byurosi-direktori-o%E2%80%98rinbosari-bilan-%C2%ABishga-marhamat%C2%BB-monomarkazida
4.	September 23, 2022	Opening ceremonies of vocational training centers in Ferghana Valley	EN	https://www.undp.org/uzbekistan/press-releases/opening-ceremonies-vocational-training-centers-ferghana-valley

5.	September 23, 2022	Состоялась церемония открытия пунктов профессионального обучения в махаллях в Андижанской, Ферганской и Наманганской областях	RU	https://www.undp.org/ru/uzbekistan/press-releases/sostoyalas-ceremoniya-otkrytiya-punktov-professionalnogo-obucheniya-v-makhallyakh-v-andizhanskoy-ferganskoy-i-namanganskoy
6.	September 23, 2022	Andijon, Fargʻona va Namangan viloyatlaridagi mahallalarda kasb-hunarga oʻqitish maskanlarining ochilish marosimi boʻlib oʻtdi	UZ	https://www.undp.org/uz/uzbekistan/press-releases/andijon-fargona-va-namangan-viloyatlaridagi-mahallalarda-kasb-hunarga-oqitish-maskanlarining-ochilish-marosimi-bolib-otdi
7.	December 12, 2022	Financial literacy and soft skills development as a way of self-determination in the labour market	EN	https://www.undp.org/uzbekistan/press-releases/financial-literacy-and-soft-skills-development-way-self-determination-labour-market
8.	December 12, 2022	Финансовая грамотность и развитие жизненных навыков как способ самоопределения на рынке труда	RU	https://www.undp.org/ru/uzbekistan/press-releases/finansovaya-gramotnost-i-razvitie-zhiznennykh-navykov-kak-sposob-samoopredeleniya-na-rynke-truda
9.	December 12, 2022	Moliyaviy savodxonlik va hayotiy koʻnikmalarni rivojlantirish mehnat bozorida oʻz oʻrnini topish usuli sifatida	UZ	https://www.undp.org/ru/uzbekistan/press-releases/finansovaya-gramotnost-i-razvitie-zhiznennykh-navykov-kak-sposob-samoopredeleniya-na-rynke-truda

10.	December 20, 2022	Uzbekistan launches a youth employment assistance programme	EN	https://www.undp.org/uzbekistan/press-releases/uzbekistan-launches-youth-employment-assistance-programme
11.	December 20, 2022	В Узбекистане запускается программа по содействию молодежи в трудоустройстве	RU	https://www.undp.org/ru/uzbekistan/press-releases/v-uzbekistane-zapuskaetsya-programma-po-sodeystviyu-molodezhi-v-trudoustroystve
12.	December 20, 2022	O'zbekistonda yoshlarni ish bilan ta'minlashga ko'maklashish dasturi ishga tushirilimoqda	UZ	https://www.undp.org/uz/uzbekistan/press-releases/ozbekistonda-yoshlarni-ish-bilan-taminlashga-komaklashish-dasturi-ishga-tushirilimoqda

Articles on the websites of partner organizations:

1. <https://mehnat.uz/ru/news/treningi-po-trudoustroystvu-i-razvitiyu-karery-dlya-sotrudnikov-territorialnyh-podrazdeleniy-ministerstva-zanyatosti-i-trudovyh-otnosheniy>
2. <https://mehnat.uz/ru/news/kak-soobschalos-ranee-v-danii-nahoditsya-delegaciya-ministerstva-zanyatosti-i-trudovyh-otnosheniy>
3. <https://mehnat.uz/uz/news/bmt-taraqqiyot-dasturining-yevropa-va-mdh-mintaqaviy-byurosi-direktori-orinbosari-bilan-ishga-marhamat-monomarkazida-uchrashuv>
4. [Ayni paytda Bo'stonliq tumanida monomarkazlar xodimlari uchun tashkil etilgan o'quv-trening mashg'ulotlari davom etyapti. | O'zbekiston Respublikasi Bandlik va mehnat munosabatlari vazirligi](#)
5. [Bandlik va mehnat munosabatlari vazirligi hamda BMT Taraqqiyot dasturi o'rtasidagi "Farg'ona vodiysida aholi malakasini pandemiyadan keyingi iqtisodiyotga moslashtirish" qo'shma loyihasi, yuzasidan o'quv-trening mashg'ulotlari boshlandi. | O'zbekiston Respublikasi Bandlik va mehnat munosabatlari vazirligi](#)
6. <https://projectlab.uz/ru/news/48>
7. <https://startupfactory.uz/projects/digital-mix/>

8. [9-12 августа 2022 года впервые в Узбекистане пройдёт Первый региональный форум инспекторов | Министерство занятости и трудовых отношений Республики Узбекистан \(mehnat.uz\)](#)
9. [Toshkent viloyatida O'zbekiston, Qozog'iston, Qirg'iziston, Tojikiston, Turkmaniston va Rossiyadan 60 nafar ekspertlar ishtirokida Mehnat inspektorlarining birinchi mintaqaviy forumi boshlandi. | Министерство занятости и трудовых отношений Республики Узбекистан](#)
10. [Markaziy Osiyo va Rossiya mehnat inspektorlarining birinchi mintaqaviy forumi davom etmoqda. | Министерство занятости и трудовых отношений Республики Узбекистан](#)

Posts related to Skills Development project activities on UNDP Social media in 2022 (posts on Facebook).

#	Date	Subject	Link
1.	April 13, 2022	Visit to Ishga Marhamat Monocenter	https://www.facebook.com/UNDPUzbekistan/posts/pfbid0wVSmbaLTVDGXduXsvMkMzu5nmbXjQELrtY1McCdZVqfEhBBVCjNQGFs9wD4HjLnli
2.	September 21, 2022	Launching of career centers in makhalla of Andijan region	https://www.facebook.com/UNDPUzbekistan/posts/pfbid0fQu8Pm1pJEG3LSVZEZW9qr3SzJQxPD3hgyuTWdURL7e8kM2ZbxMgxFb5zQ1u8chEI
3.	September 22, 2022	Launching of career centers in makhalla of Fergana region	https://www.facebook.com/UNDPUzbekistan/posts/pfbid0YuuYPPJuQU2daU4LtNJe7CChJyuJLxaHXQNiHz6jeLeTkduSgxFMEsSixaxiMfYEI
4.	September 23, 2022	Launching of career centers in makhalla of Namangan region	https://www.facebook.com/UNDPUzbekistan/posts/pfbid02LEvQeD3W3esdtv5ZEge9u4aYpbo1aRsEQhcYHd7kNixbpbPy94pnXgcM4Jqa2suEI
5.	November 22, 2022	Forum on Labor migration	https://www.facebook.com/UNDPUzbekistan/posts/pfbid0xd5Znueoks6CVU3oo4mzMAnevJbFgrJEeApwF4orUhfhwIPEa17NgNY6MJADzQkI
6.	December 1, 2022	Training for women on financial literacy	https://www.facebook.com/UNDPUzbekistan/posts/pfbid0tRyffmcVCqDeAAL2FW31aesFxHKqsgoVnxo1ff9AfcEJkrzjcAgJHGqSduNNRC2MI
7.	December 5, 2022	Training for women on financial literacy	https://www.facebook.com/UNDPUzbekistan/posts/pfbid02GBTrSnZCobwJ39jZT75hw8B4yg2AhPsxzsWbFuHKb7e15bNc9yS7bJoxn5Mg1ACCI

8.	December 13, 2022	Training for women on financial literacy	https://www.facebook.com/UNDPUzbekistan/posts/pfbid0Lh8d7boNcEVC2taVGjUDSZDTzV8cWamjCp2V5cQqkNBQTWdKSt34g9kN5Hb4by79I
9.	December 20, 2022	Training for Monocenters' representatives	https://www.facebook.com/UNDPUzbekistan/posts/pfbid025hvoLac482WgQnUoRqocEF8YtnPVRXXY564uwRXHqCKdkRXM1sVaA8szFNSJ5ghJl
10.	December 22, 2022	Training for Monocenters' representatives (videoreport)	https://www.facebook.com/watch/?v=696156551886989
11.	December 23, 2022	Training for Monocenters' representatives	https://www.facebook.com/UNDPUzbekistan/posts/pfbid02A5x7jz7qWXun35eWTCsQmDiD78HdHt61cyfobo9pikZnP4m2BzmmQhHfaCN3FGHwl
12.	December 26, 2022	Training for Monocenters' representatives	https://www.facebook.com/UNDPUzbekistan/posts/pfbid02rgCartwUNVUZqhZpZeUziku8ctVYjyfsozXJYSUAwaDAfyUNgEnDgmqaBZdnW66FI

Posts on Telegram

#	Date	Subject	Link
1.	September 21, 2022	Launching of career centers in makhalla of Andijan region	https://t.me/undpuzbekistan/45
2.	September 22, 2022	Launching of career centers in makhalla of Fergana region	https://t.me/undpuzbekistan/53
3.	September 23, 2022	Launching of career centers in makhalla of Namangan region	https://t.me/undpuzbekistan/61
4.	November 22, 2022	Forum on Labor migration	https://t.me/undpuzbekistan/401
5.	December 1, 2022	Training for women on financial literacy	https://t.me/undpuzbekistan/464

6.	December 5, 2022	Training for women on financial literacy	https://t.me/undpuzbekistan/517
7.	December 13, 2022	Training for women on financial literacy	https://t.me/undpuzbekistan/577
8.	December 20, 2022	Training for Monocenters' representatives	https://t.me/undpuzbekistan/618
9.	December 22, 2022	Training for Monocenters' representatives (videoreport)	https://t.me/undpuzbekistan/629
10.	December 26, 2022	Training for Monocenters' representatives	https://t.me/undpuzbekistan/633

Articles about Skills Development project activities on other mass-media resources in 2022.

Posts on social media resources of partner organizations:

1. <https://www.facebook.com/startupfactory.uz/posts/pfbid0afzvACyzHddHzkkVgY7UJYBECTxZHoCQcbrNGoBymseKB1o6pBLnkFrSswxfUSj el>
2. <https://www.facebook.com/startupfactory.uz/posts/pfbid036BDDrb2TUkKpS2g8f4sEYrtDjMNQvoH3zxQ8hB2iHAtV4BHwWxF2QS1sas97 Gm7TI>
3. <https://www.facebook.com/www.mehnat.uz/posts/pfbid0z2XhuimBf8KkRP5yW9trf39HuifVEgnGHVXSjLmhKXvToyVSYXWogsAwW5PNQ 4JHI>
4. <https://www.facebook.com/www.mehnat.uz/posts/pfbid02VZGizvdZSUXwT6WwFah5MgT1LQwRuyz7QdhVqSyMPPGRzQt7heg5oRxZbT 7tVubWI>
5. <https://www.facebook.com/www.mehnat.uz/posts/pfbid02XT8v6otqNqLWoRf7PTw4k1YvFzGco6fkg5Mh9VkJkRYQdZxnDeJEHtSaD7cpS voHI>
6. <https://www.facebook.com/www.mehnat.uz/posts/pfbid0qHP1MrFiL5Zi21M5AZ6urJvGE6MyAkAKUtDtfFASpZzX7HNwgJT5NzHgd2ZdA6 FPI>
7. <https://www.facebook.com/www.mehnat.uz/posts/pfbid02qoQrAMuaCUxAqiyHDpHXgcK5SrhUfNHDSU4FSoo2GFXo2vhMcKouJTcftYiL HoCI>
8. <https://www.facebook.com/www.mehnat.uz/posts/pfbid0LeJ2uGjdq49MVqLFf29cYHbpZHA4mujSf81HBinduMR6Hp7orwPWVgrFzedMh bKxl>

9. <https://www.facebook.com/www.mehnat.uz/posts/pfbid0fTJZ7vYAEwvxP9t3qPmFqmZdWVMnMirtT79E6vWBroznMx7oCdWnvJ6zBSRHpaQ9I>
10. <https://www.facebook.com/www.mehnat.uz/posts/pfbid02Z9myQNYKZ72s11Tnfl8aQydpjkYsipTs5siDjxd6inpmkFB817e85Ywp9pqNqAPEI>
11. <https://www.facebook.com/www.mehnat.uz/posts/pfbid02MYPMBVCsPU9tvXYWoJwgzgg5XKhwhVDP8mkEixquYL47qY6gyrQ6kmFo1QXLPvHel>
12. <https://www.facebook.com/www.mehnat.uz/posts/pfbid02EsnMuH5noTxfdrX3yyrJekdyu1eu2fsvqbxiaAKrfBSXhuHSvRC7t1mXP6BiHg8I>
13. <https://www.facebook.com/watch/?v=1708394722869879>
14. <https://www.facebook.com/www.mehnat.uz/posts/pfbid02s2BQDgyXnK4ttDrKppWb6FV8veKNSbRDX7NpNuJb9pc2rc81oba8iHXg5w2RuNdEI>
15. <https://www.facebook.com/watch/?v=1307204970063478>
16. <https://www.facebook.com/www.mehnat.uz/posts/pfbid033vcg3LePyQq4F4DSJHCWeo7UKiC77qPgrqUzzoT3Hbtaavz31SqGFzknieHKz96QI>
17. <https://www.facebook.com/www.mehnat.uz/posts/pfbid0S4Go2hxb3vFmEdrefnCGiYgcgX7JyoPdCoKTgQY65PvP7N8ivbqGaEHdnepe29qfi>
18. <https://www.facebook.com/www.mehnat.uz/posts/pfbid0Tx8z8bDrzRMmv9YzGMaY29J8h1zg5xFj2PMGpzLe7gxKtuVWUH9BdtY21P6KZvKtI>
19. <https://www.facebook.com/MarkazMehnat/posts/pfbid03e8LBBUkeh3WsJ5iUmdzFKJBEgnby8dv2TJ7pd3aDELLoKVyZadJ5sjoMQ7nXjbdI>
20. <https://www.facebook.com/MarkazMehnat/posts/pfbid02TRn57VnZ9jGjoZXnHujw7h5hFS7YkCxmCEpX7HtCHctGR7oengLcaETdprmeR6J4I>
21. <https://www.facebook.com/MarkazMehnat/posts/pfbid0vRk1BYBzdvtoXRcHZBKyBGAcSMKiHQwrnmNZAKmMA6aXtxfGVEewe1HK5aEDrFBgl>
22. <https://www.facebook.com/MarkazMehnat/posts/pfbid0m8u8RaKz4ViysLZv1zLXdx69o6FT8SAKmJP5cdu4WBdfXA9YFGDFC65NwWf4RXxYI>
23. <https://www.facebook.com/MarkazMehnat/posts/pfbid02CPWuDZ5WRdtekzuhQ4a2Q19dzsGBKr1FPe5GjDpMMXm436qchQeZJ9qz12LsdSWTI>
24. <https://www.facebook.com/MarkazMehnat/posts/pfbid02cUCouUPDLoxFJBVWEK6NUFafBGiVBP8GPjHMKh7FZq4Pn7a7yNy6JqEfJVtc8bp2I>

25. <https://www.facebook.com/MarkazMehnat/posts/pfbid0AfNY6AXSP3jp94B8sXnFuBVbvWHX88eyqa7eeTk9BZ9VPxiqZuzRq8UmXDdhqVd6l>
26. <https://www.facebook.com/MarkazMehnat/posts/pfbid08rkMvmrFAU6wajBtLbv7BdL9oAjo3dbVPojSxqyf9NTqKz6xia9pEQpSKvh3fQgql>
27. <https://www.facebook.com/MarkazMehnat/posts/pfbid0B5qNQKwrVmkXix16kXNZC395ydwKaxvQ1huSvmwrvLTP9ud1XYFTtsUkhgwj4qKSI>
28. <https://www.facebook.com/MarkazMehnat/posts/pfbid0Dw4zaxrs7nGgWupD6LgDv7Kcba9a94cGVMm5F4E5FgxTtCMU6rwJSmbcp9muqugYl>
29. <https://www.facebook.com/MarkazMehnat/posts/pfbid02A8gYckuWEo6CWNhBZLbkeF9ntea63hDEoC9n9GhEqj3MUALxJ9wXqyQMqecbMP5ql>
30. <https://www.facebook.com/MarkazMehnat/posts/pfbid034CtU5Y6pJFpEFihZN6CeytNxpKjBCkdTFnvBnSfnqxaQr6BywPrjDN8unfK8sJKzl>
31. <https://www.facebook.com/MarkazMehnat/posts/pfbid0PEMCsjjyQfCJZBFWbseZSS1T7eJew3xMMjNLZuCqApMs4cqzQr7d1XNdjmBk8EbUI>
32. <https://www.facebook.com/MarkazMehnat/posts/pfbid02bd4T5WPjR3R521n7bkFWUgaT3q1CbCnsgytNgf2BKQ4g9j8RkJr2LLsAKkxP7s4sI>
33. <https://www.facebook.com/MarkazMehnat/posts/pfbid02AuMEBebKwYx9915pBUB24DPoJbtB1mo8EpmZw9b8HUwCL8kmtQTyrQBR8M75iznTI>
34. <https://t.me/mehnatvazirligi/12399>
35. <https://t.me/mehnatvazirligi/12417>
36. <https://t.me/mehnatvazirligi/12440> (videoreport)
37. <https://t.me/mehnatvazirligi/12460>
38. <https://t.me/mehnatvazirligi/12480> (videoreport)
39. <https://t.me/unicefuzbekistan/3886>
40. <https://t.me/unicefuzbekistan/3892>
41. <https://www.facebook.com/unicefuzb/posts/pfbid02NjiUryrtLDp6UHaz3mZN6TPehuGb4qNK8iQZqZb6uii8mH93f4d1Lev5JzZvt6HI>
42. https://twitter.com/UNICEF_UZB/status/1606225197937430528
43. https://t.me/monomarkaz_uz/10613?single
44. <https://www.facebook.com/100067447766556/posts/pfbid0UWJaQbcS4yiZ2kzAmXrgqqfxhtBAFzd3zUBV9pw951nbzkKu2ZewFRASLuKP aAbYl/?mibextid=Nif5oz>

45. https://m.facebook.com/story.php?story_fbid=pfbid0ASS4PzvtNBWYG5YxZ3dkrZA47L4LqMoWcXgQ1eSpsjZ6uqsEnG95MocfcYAWapoDI&id=100067447766556&mibextid=Nif5oz
46. <https://t.me/monomarkazbuxoro/6472>
47. <https://t.me/monomarkazbuxoro/6471>
48. <https://t.me/monomarkazbuxoro/6501>
49. https://t.me/monomarkaz_guliston/4079
50. <https://t.me/namanganmonomarkaz/8079>
51. <https://t.me/navoiymonomarkaz/5913>
52. https://t.me/urganch_monomarkazi/8437
53. https://t.me/bandlik_tosh_vil/8653
54. https://t.me/bandlik_tosh_vil/8575
55. https://t.me/bandlik_tosh_vil/8698
56. <https://t.me/samarqandmonomarkazi/4943>
57. [Uzbekistan to host the First Regional Forum of Labor Inspectors from Central Asia and Russia - News Central Asia \(nCa\)](#)
58. [Statement by Ms. Matilda Dimovska, UNDP Resident Representative in Uzbekistan at the opening of the International Forum "Labor migration trends: challenges and opportunities" | United Nations Development Programme](#)

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

1. Guidelines for the psychologists of the public employment service providers (<http://bitly.ws/Cgwn>)
2. Programmes of the short-term courses on vocational skills (<http://bitly.ws/CgwF>)
3. 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/>
4. Presentation materials of trainings on "Introduction of information technologies and their products in the development of small and private businesses", in Uzbek - <https://bit.ly/40m9ada>
5. Regulations on organization and conduct of a business acceleration program for women in Ferghana Valley, in Russian - <https://bit.ly/3FW3s9D>
6. Website of the business acceleration program for women in Ferghana Valley - www.startup4ayollar.uz

7. Social media of the business acceleration program for women in Ferghana Valley:
8. Facebook: <https://www.facebook.com/women.initiative.accelerator>
9. Instagram: https://www.instagram.com/women_initiative_accelerator/
10. Telegram: https://t.me/Women_Initiative_Accelerator
11. Presentation materials of the business acceleration program for women in Fergana Valley, in Uzbek - <https://bit.ly/3FUqCgz>
12. Workbook for participants of the business acceleration program for women in Ferghana Valley, in Uzbek - <https://bit.ly/40jFQDY>
13. Brochure about the business acceleration program for women in Fergana Valley, in Uzbek - <https://bit.ly/40hPG9B>
14. Guideline recommendations on improving financial literacy of the population in Fergana valley (including on preferential microcredits), in Uzbek - <https://bit.ly/40Hug5D>
15. Workbook developed in the framework of the Regional forum for labor inspectors: <https://bit.ly/3nwHunb>
16. Presentation on vision zero in the framework of the Regional forum for labor inspectors: <https://bit.ly/3ZgkKCH>
17. Presentation on Migration issues and opportunities in the framework of the Regional forum for labor inspectors: <https://bit.ly/3ZrqEUj>
18. Presentation on ILO functioning in the framework of the Regional forum for labor inspectors: <https://bit.ly/3G2x5WR>
19. Presentation on investigation of accidents in the framework of the Regional forum for labor inspectors: <https://bit.ly/3zbQl0t>
20. Presentation on conflict resolution and stress management in the framework of the Regional forum for labor inspectors: <https://bit.ly/3lLaGXp>
21. Presentation on financial literacy in the framework of the 6-day field trainings : <https://bit.ly/3ZvfbTr>
22. Presentation on soft skills in the framework of the 6-day field trainings: <https://bit.ly/40mTiXO>
23. Manual on Frequently Asked Questions regarding employment services: <https://bit.ly/40HKviR>

During the reported period of 2023, 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

№	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/>

10.3 **Statistical annex** on main results since the project start (will be attached separately in Excel).

Annex includes data on estimate number of direct beneficiaries, estimate number of indirect beneficiaries, cofinancing by national and

local partners, cofinancing by UNDP and international partners, number of national, province and local partners engaged in implementation, number of Russian organizations engaged in implementation, number of Russian experts engaged individually, estimate number of news and other media pieces where project was featured

10.4 **Evaluation reports** if available

10.5 - ... **Any other annexes** can be added if deemed necessary by the project team. Examples may include photos in high resolution, personal stories of project beneficiaries, outline of main projects supported under the area-based programmes, etc.