

► Decent Work Country Programme for the Republic of Uzbekistan 2021-25

► I. Introduction

The reforms and development agenda of the Government of Uzbekistan place emphasis, among their key priorities, on the promotion of employment and decent working conditions for all, the improvement of social protection and social inclusion. The relevant aims and objectives are formalized in the Government's overarching policy document, the Action Strategy for the Further Development of Uzbekistan 2017-21. The Government has set out the details for the implementation of the Action Strategy in a number of development programmes and legislative acts.

The Government has confirmed its intention to align national development priorities with the Sustainable Development Goals (SDGs) by adopting 16 national SDGs.¹ The recent Voluntary National Review (VNR)² confirms the Government's intention to further integrate the national SDGs into national development programmes and to rely on the SDG framework to monitor and evaluate progress in the implementation of the reforms. The VNR also highlights the realization of national SDGs 1 and 8 among those who are most exposed to the various risks, and thus in need of specific support from the Government and development partners.

Two major international financial institutions (IFIs) operating in Uzbekistan,³ the World Bank and the Asian Development Bank, acknowledge the creation of productive and sustainable jobs as the key development challenge for the country. Both are focusing their partnership strategies with Uzbekistan on supporting the transition to a market economy and the promotion of private sector development, increasing the incomes of the population and reducing disparities, reforming State institutions and improving service delivery.

To support the Government's efforts to make progress in giving effect to its international commitments, the International Labour Organization (ILO) has been gradually expanding cooperation with the tripartite constituents and a wider range of stakeholders beyond the agenda of forced and child labour in the cotton sector, with increased focus being placed in the Decent Work Country Programme 2014-16 (extended until 2020) on social dialogue and decent employment, working conditions, gender equality and social protection.

In 2019, the United Nations Country Team (UNCT) in Uzbekistan conducted a Common Country Analysis (CCA) to build the evidence base and provide an analytical basis for the design of the new United Nations Sustainable Development Cooperation Framework 2021-25 (UNSDCF). The CCA provided an integrated, forward-looking and evidence-based joint analysis of the context for sustainable development in Uzbekistan and developed the background for the new UNSDCF.

The ILO and its tripartite constituents provided relevant inputs into the CCA, through a thorough consultative process organized by the Resident Coordinator Office (RCO) and the UNCT. The CCA⁴ reflects important elements of the ILO Decent Work Agenda, with systematic references to labour rights, as well as child labour and forced labour, the role of labour inspection and the law enforcement system, decent working conditions, equal employment opportunities and treatment. It also refers to the ILO policy paper "Towards an employment-friendly macro-economic policy framework: The case of Uzbekistan," prepared as a background paper for the formulation of the national employment strategy.

Prior to the official launch of the UNSDCF formulation process by the UNCT, the ILO held a number of consultations with constituents to raise awareness of the nature of CCA and Country Framework (CF) processes, including the roles and opportunities for constituents, the added value of their participation, as well as the risks of not being involved. It allowed constituents to be well prepared for engagement in these strategic processes.

¹ The 16 national SDGs include 125 targets and 206 related indicators for 2018-19.

² Voluntary National Review of the Republic of Uzbekistan on progress towards the Sustainable Development Goals (April 2020). Available at <https://sustainabledevelopment.un.org/memberstates/uzbekistan>

³ The World Bank with USD 3.0 billion and the Asian Development Bank with USD 3.9 billion together hold around 40 per cent of Uzbekistan's foreign debt (July 2020), Ministry of Finance, 2020.

⁴ United Nations Common Country Analysis: Uzbekistan, 2020. Available at: https://uzbekistan.un.org/sites/default/files/2020-10/United%20Nations%20Common%20Country%20Analysis%20Uzbekistan_en.pdf.

Regular updates on ILO activities at UNCT meetings, the participation of UNCT members in various ILO events and the visit to Uzbekistan by the ILO Director-General and his meeting with UNCT members (December 2018), have also contributed to a better understanding of the ILO's unique mandate and structure, and the role of the social partners in socio-economic development.

Through the improved coordination mechanisms with the RCO and UNCT, the ILO's tripartite constituents participated in every stage of the development of the UNSDCF, from the evaluation of the previous UNDAF and the development of the CCA, to the broader consultation process on the new UNSDCF 2021-25.

After the signing of the new UNSDCF 2021-25 in September 2020, the ILO and its tripartite constituents in Uzbekistan, the Ministry of Employment and Labour Relations (MELR), the Council of the Federation of Trade Unions of Uzbekistan and the Confederation of Employers of Uzbekistan, started the development of the new Decent Work Country Programme 2021-25 (DWCP). Several on-line consultations have been organized with the tripartite constituents, including on the new ILO Guidelines on DWCP development (2020). A virtual round table on establishing DWCP priorities and key outcomes was conducted in February 2021. Based on tripartite discussions, the following four priorities have been identified for the new DWCP 2021-25:

- Improving the regulatory framework governing labour relations
- Enhancing decent work and better employment opportunities for youth, women and vulnerable groups, generated by inclusive and equitable economic growth
- Extending the access of the most vulnerable groups to equitable, inclusive and quality education and social protection
- Strengthening social dialogue and the institutional capacities of the social partners.

The new DWCP 2021-25 will serve as a key framework for cooperation between the ILO and its tripartite constituents in implementing the Decent Work Agenda in Uzbekistan. The DWCP is closely interlinked with the UNSDCF 2021-25, specifically contributing to UNSDCF Outcomes 1, 3 and 4, and is aligned with the ILO Programme and Budget for 2022-23 (Policy Outcomes 1, 2, 3, 6, 7 and 8). This The DWCP is explicitly targeted at supporting the achievement of national SDGs 1, 4, 5, 8, 10, 16 and 17.

The DWCP takes into account the key provisions of the ILO Centenary Declaration for the Future of Work, 2019, relating to the profound transformations in the world of work and the further development of a human-centred approach to the future of work. The DWCP's priorities reflect the inseparable, inter-related and mutually reinforcing character of the ILO's strategic objectives of decent work, in line with the ILO Declaration on Social Justice for a Fair Globalization (2008). The DWCP implementation strategy is based on the ILO Centenary Declaration's call to achieve gender equality at work through a transformative agenda, and to ensure equal opportunities and treatment for persons with disabilities and other vulnerable groups. The DWCP will support the implementation of the ILC 2021 Resolution on a "Global Call to Action for a Human-Centred Recovery", including through the UNSDCF 2021-25, to ensure the recovery from the Covid-19 crisis fully inclusive, sustainable and resilient.

► II. Progress towards decent work and sustainable development

1. Inclusive and sustainable economic growth

Key macroeconomic trends

The economy in Uzbekistan has been growing rapidly since the middle of the first decade of the 2000s, with average growth rates of 7.1 per cent in 2005-2019. Growth started to slow down in 2014, with a trough in 2017 (4.5%) due to lower external demand and a decrease in remittances. Growth rebounded in 2018 and 2019 at 5.4 and 5.6 per cent, respectively, as a result of the improved external environment and the initiation of long-awaited economic reforms.

Despite the serious slowdown in 2020 due to the COVID-19 pandemic, the outlook for economic growth in Uzbekistan remains fairly optimistic. Although annual GDP growth slowed sharply from 5.8 per cent in 2019 to 1.6 per cent in 2020,⁵ the Central Bank of Uzbekistan (CBU) forecasts a return to 6-7 per cent growth in 2021. According to the World Bank, GDP growth is projected to recover to 4.8 per cent in 2021.⁶ However, all positive forecasts for 2021 are subject to a decline in the pandemic and recovery in the economies of Uzbekistan's main trading partners.

The inflation triggered by the currency reform and ongoing price liberalization remains the most important macroeconomic challenge to economic growth, job creation and welfare. The IMF reported a rise in inflation to 17.5 per cent in 2018, followed by a moderate reduction to 14.5 per cent in 2019. The IMF forecasts for inflation rates in 2020 and 2021 are 12.6 and 10.6 per cent, respectively. The CBU is gradually introducing policies targeting inflation to strengthen macroeconomic stability and support economic growth. The policy framework targeting inflation could benefit from the inclusion of an explicit employment objective, in addition to the focus on price stability.⁷

The contribution of economic growth to poverty reduction and employment creation

In previous years, economic growth contributed to poverty reduction, although the national methodology for measuring poverty needs to be brought up to international standards. Poverty fell from 25 per cent in 2005 to 11.4 per cent in 2019, including a reduction from 30 to 14.3 per cent in rural areas and from 18.3 to 8.4 per cent in urban areas.⁸ Nevertheless, poverty rates vary greatly in the different regions, from 0.4 per cent in Tashkent to 25.9 per cent in the Republic of Karakalpakstan.

The generation of sufficient numbers of jobs, particularly jobs in non-agricultural sectors, remains the key development challenge for Uzbekistan. While GDP increased by 67.6 per cent⁹ from 2010 to 2018, employment grew by only 14.1 per cent, with no significant change in its sectoral structure. GDP would need to grow by around 9 per cent a year in the medium-term to absorb the new entrants into the workforce and stabilize the unemployment rate at 4-5 per cent. Such growth should be accompanied by measures to increase the employment elasticity of GDP and labour mobility. Targeted

⁵ [vvp.dek.2020.ru.pdf\(stat.uz\)](http://vvp.dek.2020.ru.pdf(stat.uz))

⁶ The World Bank in Uzbekistan, 2020. Available at: <https://www.worldbank.org/en/country/uzbekistan/overview#economy>

⁷ ILO (2019). *Towards an employment-friendly macroeconomic policy framework: The case of Uzbekistan*.

⁸ Based on the national poverty line: <http://nsdg.stat.uz/en/databanks>

⁹ In constant 2010 prices. World Development Indicators.

efforts are also needed to increase productivity and incomes, particularly in sectors and regions where the working poor are concentrated.¹⁰

The share of the working age population in Uzbekistan remains high, thus sustaining the high demand for jobs. In early 2020, the population reached 33.9 million, with the labour force accounting for around 19 million, according to official estimates. Job creation generally matches the pace of labour force growth, but unemployment and job quality remain a challenge. Informal employment is pervasive, and a substantial proportion of workers are underemployed.

According to the MELR, the number of employed persons in the economy reached 13.54 million in 2019, although only 5.7 million were employed in the official sector of the economy. The MELR estimates that formal sector employment rose by 3.7 per cent in 2019 in comparison with 2018 due to a reduction in labour-related tax rates and an improvement in tax administration. Estimates of informal employment vary depending on the method of calculation. In 2018, over a quarter of jobs were in agriculture, mainly in the informal economy. According to the MELR, 48 per cent of women are engaged in informal employment.

In the private sector, 61 per cent of women employees and 73 per cent of men employees lack social security coverage. Half of men's employment and 35 per cent of women's employment is in enterprises with no more than five workers. In small private enterprises with five or fewer workers, 80 per cent of women employees and 87 per cent of men employees lack social security coverage. Taking into account labour migrants working abroad, informal employment amounted to 58 per cent in 2019. Without labour migrants, the figure fell to 39.7 per cent (5.37 million).

External labour migration has become a major factor in employment, reflecting the limited employment opportunities and high incomes in Uzbekistan. Since 2017, Uzbekistan and the Russian Federation, the main destination for labour migrants, have been making joint efforts to liberalize and legalize migration between the two countries, which has partly contributed to increased migration flows. According to various estimates, the number of labour migrants increased from 2.2 million to 3 million in 2019, while remittances reached USD 4.7 billion, thus becoming crucial for income generation and economic growth. According to the MELR, men and women constitute 87 and 13 per cent, accordingly, in external labour migration.

The unemployment rate was 9 per cent in 2019, slightly lower than in 2018. However, due to the lockdown during the pandemic, it rose to 13.2 per cent during the first six months of 2020, but by the end of 2020 decreased to 10.5 per cent. Of even more concern has been the dramatic rise in unemployment among young people (20.1 per during the first six months of 2020, and 19.4 per cent - by the end of 2020) and women (17.4 per cent and 14.1 per cent, accordingly).

Employment promotion programs

Although the MELR is expanding both passive and active labour market measures, existing labour market programmes are still limited in scope and mostly take the form of public works, employment quotas, institution-based vocational training and entrepreneurship support. The rate of unemployment benefit is just above or on the poverty line, and a very low number of the unemployed are eligible. Total expenditure on labour market programmes has risen to 1 per cent of GDP, although it still remains low, especially in light of the considerable employment challenges. Along with increased funding for labour market programmes, the MELR should expand active measures and develop a more effective mix of passive and active measures to address the needs of the various client groups better.

¹⁰ ILO (2019). *Towards an employment-friendly macroeconomic policy framework*, op. cit.

Over half of all youth in their twenties have left education, but have yet to find a job. Easing the transition from education to employment for youth stands out as the singular most important challenge to achieving broad-based and inclusive participation. Far too many young people, and particularly young women, fall by the wayside during the transition from education to employment. The reasons are multiple: the failure of the education and training system to equip young people with adequate knowledge and skills, not least in rural areas; insufficient job openings for young people and geographic mismatches between labour demand and supply; inefficient labour market intermediation and the lack of up-to-date labour market information; and cultural factors, which place young women at a distinct disadvantage, as well as limiting their mobility.

There is often a mismatch between the qualifications of young jobseekers and requirements of employers for higher qualifications and some work experience. High expectations among jobseekers relating to wages and working conditions very often lead to a strong preference for public sector jobs. The vicious circle of jobseekers seeking work experience and employers wanting to hire those who already have experience has increased demand to gain job experience through apprenticeships, internships and other types of on-the-job training. Active labour market programmes with higher levels of investment in career guidance and youth skills development at the workplace have been identified as critically important employment services to reduce the mismatch between the education system and the world of work.

The business environment and SME development

Reforms focused on economic liberalization and the improvement of the business environment (in such areas as taxation, access to resources and infrastructure, and access to finance) have led to Uzbekistan being named among the top ten reformers in Doing Business. This has contributed to the rapid expansion of SMEs, with around 92,900 new companies established in 2019 and the total number of registered companies reaching 375,800. However, a large proportion of new companies have been set up in the retail trade and public services, where low productivity jobs are usually generated. The share of the informal sector in GDP and employment remains high. According to estimates by the Ministry of Economic Development and Poverty Reduction, the informal economy accounted for 45-46 per cent of GDP in 2019.

The successful implementation of the ILO's fundamental Conventions and the achievement of the employment targets set by the Government are largely dependent on increasing the share of the formal sector in GDP and employment, further structural reforms promoting greater specialization and the cooperation of enterprises as a basis for improving productivity and the quality of jobs.

2. Labour institutions and the protection of workers

Labour administration and public employment services

The Government's employment policy has evolved rapidly since 2017, along with the overall reforms following the major political transformation in 2016. In 2018-19, the MELR was given greater powers and resources to deal with the challenges of the world of work, including the implementation of active labour market programmes (ALMPs). A review of the employment promotion system was also initiated, including the reform of public employment centres, the establishment of the State Labour Inspectorate and a national system for the assessment of qualifications. The MELR is also piloting new approaches to the design, implementation and evaluation of employment programmes.

The State Employment Service (SES) forms part of the MELR, which coordinates and oversees the activities of 14 regional and 206 district employment centres. The SES is not yet delivering all the core functions of a modern public employment service, in line with the ILO Employment Service Convention, 1948 (No. 88), and other international benchmarks. The SES

would benefit from the coherent articulation of the functions of its units at the different levels and the introduction of a new service delivery model based on a tiered approach to the unemployed, using multi-channel strategies to cooperate with employers.¹¹

In 2019-20, the MELR revised the Law on the Employment of the Population¹² to: (i) reflect recent changes in the approaches to employment promotion and in the institutional structure of the MELR; (ii) clearly delineate the rights and responsibilities of stakeholders in the governmental and non-governmental sectors; and (iii) make progress in the integration of international labour standards into national legislation, focussing specifically on the protection of workers' rights. The Bill was approved by the Oliy Majlis (Senate) in August 2020 and by the President in October 2020. The ILO is supporting constituents with just-in-time consultations, sector-specific analysis and capacity building.

The reforms implemented by the MELR and the new approaches to employment promotion have only had a limited impact on the creation of decent sustainable jobs. The annual government employment programmes remain the key tool of the MELR. The programmes are based on investment by private and State-owned enterprises and budgetary allocations. Better coordination of labour market programmes is needed to improve their impact. The monitoring and evaluation of the various programmes (which are currently delivered by different agencies with weak horizontal coordination) would improve understanding of how they complement other active and passive programmes, and how they could provide support for different population groups, including women, young people and persons with disabilities.

State Labour Inspectorate

The State Labour Inspectorate (SLI) was re-established under the MELR at the end of 2018, with broader responsibilities and authority to oversee and promote the realization of workers' rights.¹³ The staff levels in the SLI were increased substantially in 2019, but remain relatively low.

According to the MELR report, in 2020, the SLI had examined 26,788 complaints and assisted in restoring the rights of workers in 9,984 cases. Workers can report cases of the violation of their rights to the Labour Inspectorate online (via <https://dmi.mehnat.uz/>) following a short registration procedure, via Telegram bot (@mehnathuquqbot) or using the 1176 phone hotline. They can also submit complaints to the Prosecutor General's Office and the Federation of Trade Unions.

However, the SLI does not cover the informal sector, where employment is not usually registered and workers are reluctant to report violations of their rights. The Government needs to develop a reasonable plan of action to discourage informal employment, while efforts should be continued to further increase the capacity of the SLI to enforce compliance with labour legislation and investigate violations in a just and timely manner.

Occupational safety and health

Occupational safety and health (OSH) standards are, to some extent, reflected in the Labour Code and in a number of other laws and regulations. In 2016, a new version of the Law on Labour Protection came into force. The Law includes requirements for the organization of labour protection measures at the enterprise level, as well as for the organization of activities by business entities for the provision of OSH services. In 2017, the Cabinet of Ministers adopted a number of provisions regulating the activities of professionals in the OSH services market, maintaining a unified register¹⁴ and setting

¹¹ ILO (2018). "Assessment of the Public Employment Service" (draft, unpublished).

¹² First adopted in 1992 and last revised in 1998.

¹³ The process of reforming labour inspection started with the adoption of Presidential Resolution No. PP-391 of 20 August 2018 and continued with Decree No. 1066 of 31 December 2018 of the Cabinet of Ministers.

¹⁴ As of 2020, 24 legal entities were registered in the unified register of professional OSH services in 32 areas, including 6 legal entities engaged in advanced training and retraining of personnel in the field of OSH.

out the procedures for auditing OSH management systems, retraining OSH specialists and conducting State reviews of working conditions.

However, to a large extent, only government institutions and large enterprises tend to be in compliance with labour law. The widespread informal employment in private enterprises makes it considerably more difficult to exercise proper control over their compliance with labour law. The effectiveness of enforcement in industries with hazardous and harmful production factors, a high risk of employment accidents and occupational diseases is of particular concern. The situation is exacerbated by the lack of legal literacy and awareness and a very competitive labour market, which places employers in a strong position.

The recent ratification by Uzbekistan of a number of the ILO Conventions offers new opportunities to improve OSH legislation and develop the labour inspection system. It is important to further strengthen the legal and technical framework of labour inspection, increase its preventive role in reducing occupational accidents and violations of workers' rights, and increase the level of financing and improve the financing mechanisms for OSH measures. It is also necessary to establish an effective mechanism for interaction between employees and employers on OSH issues.

Minimum wages

Uzbekistan has national minimum wage regulations and has ratified the respective ILO Conventions. Since February 2021, the minimum wage rate for a full-time position cannot be less than UZS 747,300 (around USD 71) a month. However, there is no minimum wage for seasonal and daily workers (in terms of a minimum hourly rate). Low-paid employment and the working poor¹⁵ account for a significant share of the labour force in Uzbekistan, especially in agriculture, where informal and seasonal work predominates. This is due to weak enforcement of minimum wage regulations, which is mostly confined to the government sector, and the fact that the minimum wage is not aligned with the "living wage".

As confirmed by the ILO study referred to above,¹⁶ Uzbekistan has the scope to increase minimum wages gradually without harming the investment climate or employment opportunities. An adequate minimum wage policy, if combined with additional education and skills promotion measures, could contribute to poverty reduction and boost aggregate demand by increasing the size of the domestic market, thereby supporting further job creation.

Labour dispute resolution

Disputes relating to labour relations can be resolved through the courts or pre-trial negotiations. The courts in Uzbekistan review around 700 employment-related disputes a year.¹⁷ Employees are likely to be reluctant to stand up for their rights due to the fear of losing their jobs and the relatively high cost of court action.

3. Women and men in the changing world of work

Gender equality in the labour market

¹⁵ World Bank (2018). *Growth and Job Creation in Uzbekistan: An In-depth Diagnostic*.

<http://documents1.worldbank.org/curated/en/204031586279550741/text/Growth-and-Job-Creation-in-Uzbekistan-A-In-depth-Diagnostic.txt>

¹⁶ ILO (2019). *Towards an employment-friendly macroeconomic policy framework*, op. cit.

¹⁷ Disputes arising from Labour Relations (in Russian). UNDP, Higher court of Republic of Uzbekistan. 2017. <http://sud.uz/wp-content/uploads/2019/07/spory-vytekause-iz-trudovyh-pravootnoshenij-prakticheskoe-posobie.pdf>

Labour force participation is higher among men than women, despite there being approximately the same share of women and men in the population in Uzbekistan. In 2018, 60 per cent of both women and men of working age were engaged in work. Over 90 per cent of those providing unpaid care work were women, while 67 per cent of employed persons were men. In 2018, women accounted for 48.2 per cent of the total working age population, but only 45.8 per cent of total employment.¹⁸ In 2018, women held 27 per cent of decision-making positions, excluding small businesses and micro-firms, with no significant change in this level for over a decade.

Persistent gender stereotypes are resulting in an unequal distribution of men and women in employment by sector, which is also leading to differences in wages. The existing legislation, and particularly the labour legislation, falls short of guaranteeing equal pay for work of equal value. Women's pay was 38.6 per cent less than men's in 2018, according to official statistics.

Women are mostly employed in the social sector (health care, social services, hospitality), where wages are usually lower. Men prevail in construction, manufacturing, finance, insurance, ICT, transport and logistics, where remuneration is higher. Women living in rural areas have even fewer job opportunities and tend to be engaged in low-productivity work in agriculture or domestic work. The home appears to be the main location for women's work, whether paid or unpaid. Around 57 per cent of women entrepreneurs operated from home in 2018, compared with 40 per cent of men entrepreneurs. One-in-four employed women were in part-time jobs, compared with one-in-five employed men.

People with disabilities in the labour market

Uzbekistan is making progress in improving the integration of persons with disabilities in the labour market. On 15 October 2020, the President of the Republic of Uzbekistan signed the Law №ZRU-641 on the Rights of Persons with Disabilities, which incorporates international standards and the requirements of the United Nations Convention on the Rights of Persons with Disabilities.

However, in practice, some incentives for working people with disabilities (such as quotas, entitlement to a full-time wage while working part time, extended annual leave) act as a disincentive to employers to hire people with disabilities. According to an assessment carried out by a joint team of United Nations agencies, only 5 per cent of people with disabilities of working age are employed. People with disabilities are four times less likely to be employed than those without disabilities.¹⁹

Opportunities for lifelong learning

The promotion of lifelong learning has been included among the Government's policy priorities since the mid-1990s. However, until recently, efforts were mostly focused on the development of the formal compulsory vocational education system as a follow up to secondary education. The formal and informal vocational training available on the private education market is better aligned with labour market needs, but limited in terms of the occupations available, the level of skills imparted and the quality of the training in general. Moreover, such opportunities are mostly available in larger cities, and always involve certain costs to be covered by adult students.

The Government is expanding a network of Ishga Marhamat ("Welcome to Work") Centres²⁰, recently joined the WorldSkills International and has introduced a skills passport system with the aim of improving the access of youth and adults to

¹⁸ ILO (2020). "Background report for the preparation of the National Employment Strategy of the Republic of Uzbekistan" (unpublished).

¹⁹ United Nations (Uzbekistan) *Situation analysis on children and adults with disabilities in Uzbekistan* 2019, <https://uzbekistan.un.org/ru/47381-analiz-situacii-detey-i-vzroslykh-s-invalidnostyu-v-uzbekistane-kratkaya-versiya>.

²⁰ The Government also supports the creation of professional education centers abroad, in which the Uzbek citizens can improve their qualifications and adaptation to the foreign labour market through language courses, seminars lectures, etc. In September 2020, the pilot project "Ishga Marhamat" was launched in St-Petersburg, Russian Federation.

vocational education, improving the quality of the services provided and promoting employment. While funding for active labour market measures has been increased, there is a need to further expand budgetary allocations for adult education and retraining programmes, popularize the concept of lifelong learning and improve the effectiveness and efficiency of programmes, particularly through closer cooperation with employers.

Access to social protection

The social protection system in Uzbekistan is composed of social insurance, social assistance, nascent social care services and labour market interventions targeted at vulnerable groups. However, total expenditure on social protection amounted to 6 per cent of GDP in 2018,²¹ which is lower than average for Eastern European and CIS countries.

Nearly half of the population and one-third of the poor are not covered by any social protection. Household survey data (L2CU, 2018)²² indicate that the social protection system (including social assistance, social insurance and labour market programmes) supports approximately 55 per cent of the population, mostly through social insurance programmes, which cover 44 per cent of the population. An estimated 30-40 per cent of workers in the informal sector have no access to social insurance programmes. As they have a limited contributory capacity, they do not qualify for strictly targeted non-contributory social assistance programmes. In 2018, 32 per cent of employees were not covered by social security (20 per cent of women and 38 per cent of men).

All social benefits provided by the Government are linked to the level of the minimum wage, which does not protect vulnerable groups from poverty or provide a way out of poverty. The introduction of a poverty line based on a minimum consumption basket has already been initiated and should be finalized as a priority to ensure that social protection cash transfers are at a level that lifts beneficiaries out of poverty and prevents them falling into poverty.

Contributory social insurance programmes account for 80 per cent of overall expenditure in a number of social programmes. This means that pensions, for which workers and their employers have made contributions, take on a role that goes beyond their primary function of guaranteeing income security in old age. Pensions have the greatest impact on poverty reduction, not only among the elderly, but also for extended families with children.

In 2019, the Government introduced a reduced flat rate for personal income tax, reduced compulsory employers' contributions and cancelled direct contributions by workers to the Pension Fund with the aim of reducing informal employment. While the tax reform initially resulted in more businesses formalizing their activities, there has been no indication that they or their workers have been included in any of the remaining social insurance administrative bodies. The significant change in approach to contributory social insurance since 2019 is not fully in line with international social security standards. Moreover, it is yet to be seen whether the revenues of the State Budget and the Pension Fund will be sufficient to finance the Government's obligations in respect of contributory and non-contributory social protection programmes. In-depth actuarial assessment of the system is needed, as well as capacity building for national social security institutions to ensure compliance with the principles of social insurance. The evidence also suggests the need to strengthen the social insurance components of the social protection system, and particularly the unemployment, occupational accident, maternity and health schemes.

The legislation sets out the rights and obligations of employers and workers in the context of social insurance and the protection of workers and their families. However, enforcement is mostly confined to government organizations and larger enterprises. For example, maternity benefits, which are paid directly by employers, combined with family care

²¹ Ministry of Finance and State Committee of Statistics, 2019.

²² For further information, see <https://www.worldbank.org/en/country/uzbekistan/brief/l2cu>.

responsibilities, place women at a disadvantage in a context of significant competition for jobs in both the formal and informal sectors.

The ILO Committee of Experts on the Application of Conventions and Recommendations (CEACR) has made direct requests to the Government²³ to clarify its legislation, policy and practice with regard to the sources of funding for maternity protection benefits, as national regulations provide that maternity benefits are to be paid by employers. This is contrary to the provisions of the Maternity Protection Convention, 1952 (No. 103), ratified by Uzbekistan in 1992, under the terms of which maternity benefits are to be funded by workers' and employers' contributions and public funds.

In 2019, a pilot project to introduce an information system, the Single Register of Social Support, was initiated with support from UNICEF. The system is now being scaled up to the national level to automate the process of claiming and granting benefits and improve the governance and transparency of the system. However, a well-coordinated legal and policy framework will be required to achieve the integration and strengthening of the social protection system at the strategic, institutional and programme levels. In addition to a gradual increase in investment in social protection, two other key preconditions need to be met: the development of a national social protection strategy, and the designation of a coordination entity for the social protection system.

The ILO, UNICEF and UNDP are implementing a Joint Project to Strengthen the Social Protection System in Uzbekistan (2020-21) to address these two priorities. In particular, the ILO is working in collaboration with the Ministry of Finance and constituents to: design a national social protection strategy covering the period up to 2030, with a costed three-year action plan and the identification of fiscal space for social protection. The strengthening of the social insurance elements is an additional key component of ILO intervention in the joint project.

4. Ratification and application of international labour standards

In May 2018, the Republican Interagency Commission was established for the period 2018-20 to improve national labour legislation and its enforcement, and strengthen cooperation with the ILO and other international organizations. The Commission has placed considerable emphasis on the integration of ILO instruments into national legislation and law enforcement practice, the development of social dialogue and interaction with partners, as well as the implementation of ratified ILO Conventions and the ratification of others.

In 2019, Uzbekistan ratified four ILO instruments: the Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144); the Protocol of 2014 to the Forced Labour Convention, 1930; the Labour Inspection Convention, 1947 (No. 81); and the Labour Inspection (Agriculture) Convention, 1969 (No. 129). The Protocol of 2014 to the Forced Labour Convention, 1930, has entered into force since 16 September 2020. On 4 June 2021, Uzbekistan ratified the Promotional Framework for Occupational Safety and Health Convention, 2006 (No. 187).

Uzbekistan has therefore ratified all eight fundamental, four priority and five technical ILO Conventions. 17 ratified conventions and 1 Protocol have entered into force; the most recent ratification of C187 has not been registered by the ILO yet.

With regard to the application of ratified Conventions, the most pressing issue in recent years has been the eradication of forced labour and child labour in cotton harvesting. With support from the ILO and non-governmental partners, and as a result of the strong commitment of the Government to ensuring the full realization of human rights and freedoms, Uzbekistan has made substantial progress in eradicating forced labour and child labour. Although significant problems still persist, the Government recognizes the need to continue its systematic action to prevent forced labour.

The Government is continuing to cooperate with the ILO in relation to the implementation of international labour standards, taking into account the recommendations and comments of the CEACR and the Conference Committee on the

²³ https://www.ilo.org/dyn/normlex/en/f?p=NORMLEXPUB:13100:0::NO::P13100_COMMENT_ID:4015503

Application of Standards. However, the full realization of the right to freedom of association remains a challenge, despite the formation of the Confederation of Employers of Uzbekistan in late 2018 and the adoption of the revised Law on Trade Unions in December 2019.

The process of the revision of the Labour Code was initiated in 2019. The ILO provided formal comments on the draft amendments aimed at improving the conformity of the national legislation with international labour standards, and facilitated tripartite consultations. The revised Labour Code is expected to be adopted in the autumn of 2021. In any case, the application of the new Labour Code will be challenging in view of the labour market situation, including the effects of the COVID-19 pandemic, which is characterized by increasing informal employment and self-employment, and employment in micro- and small enterprises, high competition on the labour market and low legal literacy levels and awareness by workers of their rights, as well as a lack of confidence in the effectiveness of formal mechanisms to protect workers' rights.

In February 2019, Uzbekistan initiated preparations to apply for admission to the Generalized Scheme of Preferences Plus (GSP+) as a part of a programme of broader cooperation with the European Union. In April 2021, Uzbekistan joined the GSP+, which is accompanied by a number of new obligations in relation to labour and employment, environmental protection, human rights and good governance, thus facilitating the promotion of compliance with international labour standards and the Decent Work Agenda.

5. Situation of social dialogue, workers' and employers' organizations

Citizens' rights and freedoms are the foundation of the policy set out in the Action Strategy for the Further Development of Uzbekistan 2017-21. In this respect, some progress has been made in the promotion of social dialogue. The Government is represented by the MELR in social dialogue. The MELR's key partners are the Federation of Trade Unions of Uzbekistan (FTUU) and the Confederation of Employers of Uzbekistan (CEU).

Established in 1990, the FTUU is the largest trade union in the country and includes 14 sectoral trade union organizations across all the major economic sectors, with over 6 million individual members. It has representative offices in all regions and in the Republic of Karakalpakstan. The FTUU actively promotes trade unionism and the implementation of ILO standards, including non-ratified Conventions and Recommendations. It regularly initiates the revision and signing of the General Agreement between the Cabinet of Ministers, FTUU and CEU on socio-economic issues, as well as sectoral and territorial agreements and collective agreements. These provide the basis for national tripartite social dialogue.

The overall rules respecting the operation, rights and responsibilities of trade unions at the national, sectoral and local enterprise levels are set out in the Law on Trade Unions of 2019. The FTUU covers formal sector workers employed mainly by State-owned enterprises and Government organizations. It has recently made some progress in organizing workers in non-standard employment relations, including seasonal workers in agriculture, and has promoted formalization and the protection of the rights and interests of disadvantaged categories of workers.

The FTUU actively participates in and often initiates policy and legislative changes with a view to achieving the principles of decent work and compliance with international labour standards, for example in the case of the Law on Employment, the Law on Private Employment Agencies, the Labour Code and the Law on Trade Unions. It plays an important role in monitoring and addressing occupational safety and health challenges through a division that is legally mandated with the appropriate functions and responsibilities.

The CEU is a young employers' organization, created in November 2018 by several employers' and business membership organizations, of which the largest is the Chamber of Commerce and Industry of Uzbekistan (CCIU). The CEU was designed as an umbrella organization with a mandate to represent employers at the national level, but it is still in the early stages of its development and as such is in need of further capacity building. The CCIU, which has local offices and representatives

in all regions of Uzbekistan and has over 10,000 members throughout the country,²⁴ therefore plays the leading role in practice in representing employers in social dialogue, even though this is not in line with international labour standards on freedom of association, as it is based on compulsory membership. The way to overcome this challenge is to speed up and facilitate the process of building the capacity and authority of the CEU so that it can fully assume its role in social dialogue as an independent organization representing the business sector and employers.

There are several other business membership organizations in Uzbekistan, such as the Council of Farms, Dehkan Farms and Owners of Household Land, the Khunarmand (artisans) Association, the Business Women's Association, as well as associations of producers operating in key economic sectors.²⁵ These associations have established cooperation with the Government at different levels on such issues as economic reforms, including employment. However, they represent the interests of producers and not employers, which limits the scope of dialogue on decent employment.

The Republican Tripartite Commission on Social and Labour Issues²⁶ (RTC) has been established to implement the key provisions of Convention No. 144 and organize interaction between government bodies, trade unions and employers' organizations in the field of social and economic policy, the protection of labour rights and the economic and social interests of the population. Regulations on the establishment of tripartite commissions at the local level (Republic of Karakalpakstan and all regions) have also been adopted.

However, the RTC has not met regularly, leading to some key labour and employment-related regulations being adopted without the necessary discussions and consultations with the social partners.

Women remain under-represented in the RTC and constitute 23% of its members. Following gender equality principles, the ILO encourages the constituents to maintain a more gender-balanced composition of the RTC.

The establishment and effectiveness of the tripartite commissions, particularly at the local level, will require continued effort by the Government and the social partners, specifically with a view to building cooperation with employers and workers in the private sector. To ensure engaged and informed social dialogue at the various levels, it is necessary to create the conditions for the development and promotion of strong and independent organizations of workers and employers, based on the principles of freedom of association, the right to organize and collective bargaining. There is also a need for the integration of all the concepts, forms and principles of social dialogue into the national legislation.

6. Measuring progress in the achievement of the SDG targets related to decent work

In September 2015, the Government made a commitment to implement the 2030 Agenda for Sustainable Development and the SDGs as its monitoring framework. The Government has adopted 16 national SDGs, with 125 related targets and 206 indicators, to facilitate monitoring of the implementation of the SDGs.

The Government has declared its intention of aligning the national development agenda with the SDG framework. However, rapid progress in the national implementation of the SDGs has been constrained by the limited availability of data, and particularly gaps in official statistical data for SDG monitoring and reporting that are among the largest in the Central Asian/East European region. Some of the gaps were addressed By Presidential Resolution No. 3165 of 31 July

²⁴ Membership of the CCIU is voluntary for small businesses and private entrepreneurs, but mandatory for all other business entities.

²⁵ Including sectoral associations of producers such as "Uzbekipaksanoat" (producers of silk), "Uzcharmsanoat" (shoe and leather products), "Uzyogmoysanoat" (vegetable oil and fats), "Uzsanoatkurilishmollari" (construction materials). Some smaller associations established by the private sector include the Association of Private Tourist Organizations, the Association of Hoteliers, the Association of Restaurateurs, MEYOS – the Furniture and Woodwork Producers Association, the Association of Customs Brokers, the Uzbek International Forwarders Association and the Association of International Road Carriers of Uzbekistan.

²⁶ Established in accordance with Decree No. 553 of 3 July 2019 of the Cabinet of Ministers. The first meeting was held on 28 October 2019.

2017,²⁷ which initiated the reform of the State Committee on Statistics, the main agency for reporting on the SDGs, and set out strategic priorities for the development of a national statistical system.

In addition to the availability of data, the key issues are data quality and the level of data disaggregation (for example, by territory, gender and age group). Measures are now being adopted, in collaboration with the United Nations and other partners, to fill the data gaps through several data collection exercises, including a population census in 2022 and a multiple indicator cluster survey.²⁸ The Regular Household Budget Survey methodology is being revised with the support of the World Bank. The recently endorsed National Strategy for the Development of Statistics in Uzbekistan 2020-25²⁹ places emphasis on the introduction of internationally acknowledged standards and methodologies for the monitoring and evaluation of the SDGs. The requirement is also highlighted of further improving the capacities of sectoral government agencies to produce administrative data.

The data collection, analysis and reporting systems of the MELR could be further improved if: (i) its institutional structure is revised to improve the integration of its various departments and units, and particularly the Labour Market and Migration Analysis Unit, the National Research Centre, the ICT Department and local employment offices; and (ii) an integrated SES administrative database is created to integrate all data flows and establish a comprehensive labour market information system.

²⁷ Resolution No. RP-3165 of 31 July 2017 of the President of the Republic of Uzbekistan on measures to improve the activities of the State Committee of the Republic of Uzbekistan on Statistics.

²⁸ CCA 2019-20 (draft, not published).

²⁹ Presidential Decree No. PD-4796 of 3 August 2020 on measures for the further improvement and development of the national statistical system of the Republic of Uzbekistan.

► III. DWCP priorities and country programme outcomes

As indicated in the introduction, the following four priorities have been identified for the new DWCP 2021-25:

- Improving the regulatory framework governing labour relations (*aligned with UNSDCF Outcome 1*)
- Enhancing decent work and better employment opportunities for youth, women and vulnerable groups, generated by inclusive and equitable economic growth (*aligned with UNSDCF Outcome 3*)
- Extending the access of the most vulnerable groups to equitable, inclusive and quality education and social protection (*aligned with UNSDCF Outcome 4*)
- Strengthening social dialogue and the institutional capacities of the social partners.

These priorities will allow the ILO and its tripartite constituents in Uzbekistan use the ILO's comparative advantage, namely international labour standards, social dialogue and tripartism, to address the major decent work-related challenges in the country (Section II). In line with the ILO Centenary Declaration, the priorities of the DWCP promote the ILO's mandate for social justice by further developing the human-centred approach to the future of work and placing the needs, aspirations and rights of everyone at the heart of economic, social and environmental policies.

The DWCP 2021-25 implementation strategy is built on the experience of the development and implementation of the previous DWCP 2014-16 (extended until 2020) and the ILO development cooperation projects implemented in Uzbekistan in recent years (Annex 1).

In the summer of 2020, a performance evaluation of the United States Department of Labour (USDOL) DWCP project (2014-20) was conducted by the donor. As the project covered the entire DWCP, the lessons learnt and recommendations identified in the performance evaluation report³⁰ have been taken into account in the development of the new DWCP 2021-25. The report indicates that the "ILO has strategically positioned itself as a trusted and reliable partner of the government and national constituents, supporting the reform process in line with Uzbekistan's aspired and assumed international commitments". ILO activities under the DWCP were relevant and responsive to Government priorities and its commitment to reforms and the ILO has provided technical assistance for the "development or application of a variety of laws, regulations, and policies related to child labour, forced labour and decent work in line with international labour standards".

Some of the key lessons learned and recommendations include:

- Decent work is a multidimensional concept encompassing a vast array of issues and challenges that need to be tackled comprehensively to ensure the full protection of rights and opportunities for workers;
- Emphasis on the fundamental principles of the Decent Work Agenda (such as the elimination of child and forced labour) through evidence-based advocacy and institutional development with adherence to international human rights principles and standards brings higher returns in terms of the realization of human rights;
- It is important to continue providing support for the institutional and human capacity development of the Labour Inspectorate, occupational safety and health, social protection, the institutional development of the MELR, CEU and FTUU and the strengthening of social dialogue.

These recommendations, which have been taken into account in setting the priorities and outcomes of the new DWCP 2021-25, are, on the one hand, fully aligned with the new UNSDCF 2021-25 and, on the other, clearly reflect the ILO's normative mandate, the principles of social dialogue and tripartism and the multidimensional nature of decent work,

³⁰ The summary Performance Evaluation Report is available upon request.

establishing clear linkages with the ILO Programme and Budget for 2022-23 (Policy Outcomes 1, 2, 3, 6, 7 and 8³¹). This will allow the ILO and its tripartite constituents in Uzbekistan to contribute effectively to the implementation of the Government's overarching policy document, the Action Strategy for the Further Development of Uzbekistan 2017-21, and the relevant SDG targets: 1.3, 4.4, 5.c, 8.3, 8.5, 8.6, 8.7, 8.8, 10.2, 10.3, 10.4, 16.3, 16.6, 16.7. For more details on SDG targets and indicators, see Table 1 below and the Results Matrix in Appendix 1.

► The UNSDCF theory of change

If governance and justice systems work for all, **if** human capital development leads to health, well-being and prosperity for the most vulnerable and **if** development is managed in a sustainable, climate-responsible and resilient way, **then** progress towards a more just, equal and resilient society will be made **because** efficient and accountable governance and justice systems will have created conditions for a positive economic, social and political modernization which reduces inequalities and guarantees rights for all, especially those left behind, reinforces social cohesion and induces green, sustainable growth, underpinned by evidence-based policies, effective financing and regional partnerships.

In this overall UNSDCF theory of change, the following decent-work related elements will be addressed in the new DWCP: support for governance and justice systems, the further development of human capital and the protection of the most vulnerable groups of the population will allow progress to be made towards a just and equal society, reduce inequalities and guarantee rights for all, and reinforce social cohesion and inclusive economic growth through social dialogue and partnerships.

The DWCP 2021-25 is intended to address UNSDCF Strategic Priority A: Effective governance and justice for all and Strategic Priority B: Inclusive human capital development leading to health, well-being and resilient prosperity, thereby specifically contributing to UNSDCF Outcomes 1, 3 and 4. The ILO and the tripartite constituents in Uzbekistan have formulated DWCP priorities that are fully aligned with these three UNSDCF Outcomes and reflect the decent work-related focus of the ILO's contribution to these Outcomes. Table 1 shows the interaction between the UNSDCF Outcomes - DWCP priorities, and Country Framework outputs – DWCP outcomes, specifying specific DWCP outputs.

► Table 1

Strategic Priority A: Effective governance and justice for all

UNSDCF Outcome 1: By 2025, all people and groups in Uzbekistan, especially the most vulnerable, demand and benefit from enhanced accountable, transparent, inclusive and gender responsive governance systems and rule of law institutions for a life free from discrimination and violence.

DWCP Priority 1: Improving the regulatory framework governing labour relations.

³¹ Policy Outcomes: 1 – Strong tripartite constituents and influential and inclusive social dialogue; 2 – International Labour Standards and authoritative and effective supervision; 3 – Economic, social and environmental transitions for full, productive and freely chosen employment and decent work for all; 6 – Gender equality and equal opportunities and treatment for all in the world of work; 7 – Adequate and effective protection at work for all; 8 – Comprehensive and sustainable social protection for all; Enabling outcome A - Authoritative knowledge and high-impact partnerships for promoting decent work.

CF Outcome 1 theory of change: <i>If national institutions are equipped with and apply effective anti-corruption, accountability and transparent tools, digital innovations and mechanisms and deliver better gender-responsive and disability-sensitive public services; if the Legislature and other constitutional bodies, human rights institutions, and justice and law enforcement actors are capacitated to improve and implement people-oriented and gender-responsive legislation, policies and practices, in line with international human rights and labour rights standards; if civil society, media and public oversight institutions have strengthened their awareness, knowledge and skills in the areas of human rights and labour rights and access to justice, and use them to prevent any human rights and gender-based violations; and if population groups at risk of being left behind are empowered to effectively participate in decision-making processes at all levels, then by 2025, all people and groups in Uzbekistan will demand and benefit from enhanced accountable, transparent, inclusive and gender-responsive governance systems and rule of law institutions for a life free from discrimination and violence.</i>	
National SDGs:	1, 5, 8, 10, 16 and 17
ILO contribution to SDGs under DWCP:	SDG Targets 8.7, 8.8, 16.3, 16.6, 16.7.
Main national and international partners:	Chambers (2) of Oliy Majlis, Ministry of Employment and Labour Relations, Federation of Trade Unions, Confederation of Employers, Ministry of Justice, General Prosecutor's Office.
CF Output 1.2: Capacities of the Legislature and other constitutional bodies, human rights institutions, and justice and law enforcement actors are strengthened to implement improved people-oriented and gender-responsive legislation, policy and practice in line with international human rights and labour rights standards	DWCP Outcome 1.1: Labour legislation harmonized with international labour standards (UZB826) <i>Key outputs:</i> 1.1.1 Support to constituents to ratify ILO Conventions, as prioritized and agreed upon by tripartite constituents; 1.1.2 Analysis of the labour legislation with a view to identifying opportunities for the harmonization of the legislative framework with international labour standards; 1.1.3 A road map developed to amend and/or adopt new legislation in line with international standards; 1.1.4 Amendments made to labour legislation, with a focus on the realization of decent work for the most vulnerable groups of workers (informal workers, the self-employed, platform workers, etc.).

	DWCP Outcome 1.2: Labour law and workplace compliance mechanisms effectively applied (UZB901) <i>Key outputs:</i> 1.2.1 Expanded access to effective legal protection for all workers through the improved enforcement of labour laws and the establishment/strengthening of mechanisms for the prevention and resolution of labour disputes; 1.2.2 Further modernization of labour inspection (assessment of labour inspection system; capacity development on labour inspection management and increasing competencies of new labour inspectors, improved coordination with other compliance mechanisms, new/improved advisory tripartite mechanisms); 1.2.3 Technical advice and capacity development of constituents to improve the occupational safety and health system (legislative and normative base; introduction of an OSH management system and OSH standards; promotion of "0" traumatism concept).
CF Output 1.3: Civil society, media and public oversight institutions have strengthened their awareness, knowledge and skills on human rights and labour rights and access to justice, and are empowered to use them and prevent any human rights and gender-based violations	DWCP Outcome 1.3: Improved institutional basis of tripartite and bipartite social dialogue (UZB901) <i>Key outputs:</i> 1.3.1 Conditions created for the effective functioning of social dialogue mechanisms, including the Republican Tripartite Commission on Social and Labour Issues, in formulating and improving policies in the world of work; 1.3.2 Support for the creation of tripartite commissions at the regional and sectoral levels; 1.3.3 Technical advice provided to improve mechanisms for interaction with civil society; 1.3.4 Industrial relations, collective bargaining mechanisms and collective agreements further developed with the aim of improving the processes, quality and coverage of collective agreements; 1.3.5 Support for the development of legislative initiatives to establish tripartite minimum wage determination mechanisms, in line with the relevant international labour standards; 1.3.6 The capacity of constituents strengthened to improve wage-setting regulations and their effective implementation, and ensure equal remuneration for women and men for work of equal value; 1.3.7 International experience related to the role of tripartite commissions in policy-making disseminated; exchange of experience with workers' and employers' organizations from other countries; 1.3.8 Social partners provided with training to better engage with the Parliament on world of work issues (institutionalized information exchanges, timely consultations, dialogue).

Strategic Priority B: Inclusive human capital development leading to health, well-being and resilient prosperity	
Outcome 3: By 2025, youth, women and vulnerable groups will benefit from improved access to livelihoods, decent work and expanded opportunities generated by inclusive and equitable economic growth DWCP Priority 2: Enhancing decent work and better employment opportunities for youth, women and vulnerable groups, generated by inclusive and equitable economic growth	
CF Outcome 3 theory of change: <i>If the capacities of national institutions and social partners are strengthened to design and implement effective and innovative Active Labour Market Policies, decent work and skills development programmes for NEET youth, women and persons with disabilities, and policies for inclusive and resilient economic growth and reduced regional inequalities; if local communities are empowered to implement and sustain innovative business practices and development initiatives in support of youth, women and vulnerable groups; and if enabling conditions are promoted for equal and inclusive access to sustainable livelihoods and basic resources, new technologies, modern infrastructure, including ITC and road safety community services, affordable housing and financial services, then by 2025, youth, women and vulnerable groups will benefit from improved access to livelihoods, decent work and expanded opportunities generated by inclusive and equitable economic growth.</i>	
National SDGs:	1, 2, 4, 5, 8, 10 and 11
ILO contribution to SDGs under DWCP:	SDG targets 8.3, 8.5, 8.6.
Main national and international partners:	Ministry of Employment and Labour Relations, Federation of Trade Unions, Confederation of Employers.
CF Output 3.1: By 2025, the capacities of national institutions and social partners are strengthened to design and implement effective and innovative Active Labour Market Policies, decent work and skills development programmes for NEET youth, women and persons with disabilities and policies for inclusive and resilient economic growth and reduced regional inequalities	DWCP Outcome 2.1: Improved employment policy, aimed at creating quality jobs in the formal sector (UZB126) <i>Key outputs:</i> 2.1.1 Training and support provided to strengthen the mechanisms of labour market information, data collection, digitalization and analysis for the transition towards job-intensive economic recovery, in the framework of a unified national system of labour (UNSL); 2.1.2 Support for the implementation of a comprehensive gender and youth responsive employment policy; 2.1.3 Technical support provided to constituents to mainstream youth- and women-focused job creation into national, sectoral and local policies; 2.1.4 The constituents capacitated to increase youth employment opportunities through ALMPS: apprenticeship, internship and on-the-job-training; wage subsidies and first job experience, public works, in line with ILS; 2.1.5 Measures developed for integrated and innovative strategies to facilitate the transition to formality as part of national employment policies, in line with ILO Recommendation No. 204 and relevant international labour standards.

	DWCP Outcome 2.2: Increased capacity of public employment services to support lifelong learning and workers transitions over their life course, with a particular focus on youth and women (UZB126) <i>Key outputs:</i> 2.2.1 Support provided to increase national capacity to formulate and implement labour market programmes and services, facilitate transitions to decent work and boost employment opportunities, with a particular focus on youth, women and people with disabilities; 2.2.2 The capacities of public employment services, including regional employment centres, further developed to deliver quality services and inclusive labour market programmes, intermediation services, career guidance, skills training, self-employment and entrepreneurship and public works; 2.2.3 Constituents capacitated to promote green jobs; 2.2.4 Measures taken to strengthen the cooperation and coordination of employers and workers' organizations with employment services, in partnership with TVET centres and local government to promote gender and youth sensitive active labour market programmes.
UNSDCF Outcome 4: By 2025, the most vulnerable benefit from enhanced access to gender-sensitive quality health, education and social services. DWCP Priority 3: Extending the access of the most vulnerable groups to equitable, inclusive and quality education and social protection.	
CF Outcome 4 theory of change: <i>If the capacities of the health system and stakeholders are strengthened to implement efficiently and transparently innovative and inclusive Universal Health Coverage-focused policies and programmes, and comprehensive responses to health emergencies, and promote a healthy lifestyle and health literacy among all age groups, as well as quality professional development opportunities and decent work environment for health-care employees; if the Government and other educational stakeholders have increased capacity to provide access to equitable, inclusive and quality education at all levels and promote lifelong learning in an integrated manner; and if the national social protection system is strengthened to deliver progressively universal social security and social protection benefits (child-sensitive, gender and shock responsive), community-based family services, and an inclusive multi-sectoral response to vulnerabilities and gender-based violence in line with international standards; then, by 2025, the most vulnerable will benefit from enhanced access to gender-responsive quality health, education and social services.</i>	
National SDGs:	1, 2, 3, 4, 5, 8, 10, 11 and 16.
ILO contribution to SDGs under DWCP:	SDG Targets 1.3, 4.4., 5.c, 8.5, 8.6, 10.2, 10.3, 10.4.
Main national and international partners:	Ministry of Employment and Labour Relations, Ministry of Finance, Federation of Trade Unions, Confederation of Employers; UNICEF, UNDP.

CF Output 4.2: By 2025, the Government and other educational stakeholders will have increased capacity to provide access to equitable, inclusive and quality education at all levels and promote lifelong learning in an integrated manner, including a quality professional development system and a decent work environment for education sector employees.	DWCP Outcome 3.1: Modernized vocational education and training system and career guidance to increase the employability of youth, women and vulnerable groups <i>Key outputs:</i> 3.1.1 Technical advice provided to improve collaborative work between TVET institutions, employment services, enterprise development programmes, public works and social services to reduce the mismatch between skills and modern labour market requirements; 3.1.2 A qualification recognition system developed; support for the creation of special centres to provide qualification recognition; 3.1.3 Reviewed regulatory framework to modernize apprenticeship programmes; 3.1.4 System of qualification passports (professional profile of a worker) adapted by developing recognition of prior learning and skills, and promoting skills mobility through bilateral and multilateral agreements.
CF Output 4.3: By 2025, the national social protection system is strengthened to deliver progressively universal social security and social protection benefits (child-sensitive, gender and shock responsive), community-based family services, and an inclusive multi-sectoral response to vulnerabilities and gender-based violence in line with international standards.	DWCP Outcome 3.2: Improved social protection system to enhance coverage and sustainability by applying international labour standards (UZB128) <i>Key outputs:</i> 3.2.1 Support to formulate and implement a comprehensive, inclusive and gender-responsive national social protection strategy; 3.2.2 The issues of gender equality and equal opportunities for persons with disabilities integrated into the national social protection strategy; 3.2.3 Policy measures developed to extend social protection coverage to the most vulnerable groups of the population, including persons with disabilities, through the creation of non-departmental social inspection³² to monitor social institutions and protect the rights of socially vulnerable groups; 3.2.4 Technical support provided to extend the scope of social insurance in the event of unemployment, sickness, accident and disability to all categories of workers in line with relevant international labour standards.

³² In the framework of the Coordination Council, which includes different ministries, agencies and social partners. One of the functions of the social inspection should be to oversee the maintenance of the profile of the departmental infrastructure of privatized enterprises: sanatoriums, dispensaries, holiday houses and other social institutions.

	DWCP Outcome 3.3: Increased protection of women's rights and gender equality on the labour market (UZB128) <i>Key outputs:</i> 3.3.1 National legislation and policies on maternity protection analysed and relevant policy recommendations developed in line with relevant international labour standards; 3.3.2 The practice of gender audits further expanded to identify existing gaps in achieving equal rights, opportunities and treatment; 3.3.3 Measures developed to ensure equal opportunities and treatment between women and men in the world of work, including a better work and family balance.
DWCP Priority 4: Strengthening social dialogue and the institutional capacities of the social partners	
Theory of change: <i>If the capacities of workers' and employers' organizations are strengthened to attract new members; if workers' and employers' organizations improve their advocacy efforts and the provision of gender-responsive membership services; and if workers' and employers' organizations are capacitated to address effectively the new challenges and implications of the COVID-19 pandemic, then the social partners will be better placed to respond to their members' needs and to participate more effectively in social dialogue, policy formulation and decision-making, including in the context of the post-COVID recovery.</i>	
ILO contribution to SDGs under DWCP:	SDG Targets 8.3, 8.6, 8.8, 16.3, 16.7.
Main national and international partners:	Federation of Trade Unions of Uzbekistan, Confederation of Employers of Uzbekistan.
DWCP Outcome 4.1: Increased institutional capacity of trade unions	4.1.1 FTUU capacitated to attract new members, women and men, including informal workers, the self-employed, platform workers and workers in other new economic sectors; 4.1.2 Capacity building to enhance the participation of trade unions in policy formulation and decision-making on key socio-economic issues; 4.1.3 A comprehensive system of trade union training, re-training and further training developed at all levels, including for the newly created labour inspection in the FTUU, taking into account the new challenges and implications related to the COVID-19 pandemic; 4.1.4 Technical advice provided to integrate gender equality issues in FTUU policy; more young women and men attracted to trade unions, and their representation in elected governing bodies increased; 4.1.5 Modern information and communication technologies integrated in FTUU activities; 4.1.6 Exchange of international experience and deeper cooperation with international trade union movement facilitated.

DWCP Outcome 4.2: Increased institutional capacity of employers	<i>Key outputs:</i> 4.2.1 Training and technical advice provided to increase the capacities of the CEU and its members for the expansion of membership, improved visibility, governance, strategic planning and the representation of employers' interests; 4.2.2 Enhanced participation and increased policy influence of employers in policy formulation and decision-making; enhanced capacities of employers' organizations in research and advocacy; 4.2.3 Measures developed for effective post-COVID recovery and adaptation of enterprises; support to employers EBMO to develop and provide services for their members; 4.2.4 Support provided for the development of measures to facilitate the transition of enterprises to formality.
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Further information on outcomes, outputs and performance indicators is included in the Results Matrix (Appendix I). The **Results Matrix** reflects how specific DWCP outcomes and outputs contribute to the relevant UNSDCF outputs and performance indicators, with reference to the specific Country Programme Outcomes (CPOs) in the ILO Strategic Management Module, which will become the basis for planning implementation.

Main risks, threats and opportunities

As Uzbekistan continues to undergo a broad and positive transformation process, there are many opportunities that can serve as a catalyst for the achievement of the SDGs and to advance the Decent Work Agenda, including: increased substantive engagement on labour rights, gender equality and human rights issues, facilitating constructive action to promote international human rights and labour rights standards; improved relations with neighbouring countries, creating the possibility for increased cooperation to address common challenges and leverage opportunities; a demographic window with a large youth population, which can help make the country wealthy before they grow old; and the diversification and opening of the economy, which can increase economic growth and create decent jobs.

Nevertheless, a range of internal and external risks may hamper the country's trajectory towards the achievement of the SDGs, including: a reduced commitment to reform, especially relating to human rights; weak policy coherence, which could render the reforms ineffective and unequal, and leave the most vulnerable behind; the volatility of external markets, in view of the dependency of the national economy on labour migration (and remittances); fast-paced and complex reforms, which could become derailed if they lack engagement and support from civil society, the social partners and the public at large; frequent reorganizations of ministries and departments, high staff turnover and weak internal coordination, affecting the Government's capacity for the effective implementation of the reforms; stereotypes and prejudices, which limit the full participation in socio-economic life of broad social categories, including women and the most vulnerable; an inadequate statistical capacity, which will limit analysis of the progress made in relation to the SDGs and prevent the efficient use of limited resources; the socio-economic consequences of the COVID-19 pandemic, including the Government's decision to embark on austerity policies in light of the economic fall-out of the pandemic, the first indication of which appears to be the downsizing of the public service.

To achieve the outcomes of the DWCP and contribute effectively to the implementation of the UNSDCF, the ILO and its tripartite constituents will continue to leverage existing and new opportunities, while mitigating internal and external risks. This will be done through their full engagement in United Nations strategic planning, monitoring and evaluation mechanisms and the development of the capacities of the social partners in relation to the SDGs and key principles of the 2030 Agenda including, among others, leaving no one behind, the human rights-based approach and gender equality and women's empowerment.

► IV. Management, implementation, monitoring and evaluation

The priorities and outcomes of the DWCP 2021-25 are closely integrated with the national SDGs, thus allowing monitoring and evaluation to be undertaken by the Government, the social partners and the United Nations system, under the overall SDG reporting mechanism.

The DWCP monitoring mechanism will be aligned with that of the UNSDCF, the main elements of which include the UNSDCF Annual Review and reporting, and the three Results Groups, of which the ILO and its tripartite constituents will participate and contribute to two: Results Group 1 – Peace (Effective governance and justice for all); and Results Group 2 – People and Prosperity (Inclusive human capital development leading to health, well-being and resilient prosperity). The ILO has contributed to the development of the Joint Workplans (JWP) of these Results Groups and, in close consultation with the constituents, will continue to provide inputs into JWP implementation, monitoring and reporting through UN INFO.³³

Within the framework of the DWCP, the tripartite constituents and the ILO have developed a detailed Results Matrix, which will identify concrete and tangible ILO contributions to the results expected under UNSDCF outcomes, with performance indicators and additional DWCP indicators, as appropriate.

The Republican Tripartite Commission on Social and Labour Issues will play an important role in monitoring and evaluating the new DWCP. The Republican Tripartite Commission will monitor and review progress in the implementation of the DWCP, and ensure the active participation of all the parties involved and the fulfilment of their commitments to achieve the jointly agreed outcomes, in line with the Results Matrix. If necessary, relevant working groups will be established to discuss any specific critical issues relating to the world of work that require special attention. The ILO will support the members of the RTC and the working groups through targeted capacity building and will facilitate coordination with United Nations agencies under the UNSDCF 2021-25 and in the Results Groups.

After the DWCP has been signed, a more detailed Implementation Monitoring Plan will be developed jointly by the ILO and the tripartite constituents based on the Results Matrix, which will include more specific information on outputs, activities, the timeframe and the responsibilities of the ILO, the Government and the social partners. The Implementation Monitoring Plan will be reviewed regularly (at least twice a year) by the Republican Tripartite Commission and will be updated by the ILO National Coordinator. Where necessary, relevant adjustments will be made with a view to improving the DWCP implementation strategy and re-defining country programme activities.

³³ The ILO National Coordinator in Uzbekistan is the ILO focal point for UN INFO 2.0 <https://uninfo.undg.org/>.

► V. Funding

The funding of the DWCP could be a challenge due to budgetary limitations and the possible long-term impacts of the COVID-19 pandemic. The financial and human resource base of the DWCP is a joint concern of the ILO and national constituents.

The ILO will support constituents by providing advisory services, capacity-building, awareness-raising and knowledge-sharing, subject to ILO rules, regulations and procedures and the availability of funds from the ILO Regular Budget for Technical Cooperation and extra-budgetary resources. The implementation of the DWCP will be supported by the development cooperation projects that are operational in Uzbekistan, namely: Partnerships for youth employment in the CIS countries, Phase II, 2018-2022 funded by Lukoil; Accelerating Agenda 2030 in Uzbekistan through the inclusive transformation of the social protection system, 2020-21; A Bridge to Global Action on forced labour, 2020-21, funded by USDOL; Capacity building on human trafficking in Uzbekistan, funded by World Bank, 2021; and the Third-Party Monitoring Project, funded by World Bank, 2015-May 2022. The DWCP will also benefit from the project on supporting the transition to formalization, funded by the ILO Regular Budget Supplementary Account, 2021-2022.

There is a strong potential in collaboration and joint resource mobilisation with UNDP under the joint global ILO-UNDP cooperation framework in the field of social protection and employment services, to address complex needs of workers in informal economy.

The Government and the social partners will provide expert staff and premises and logistical support, as appropriate. Local resource mobilization for the implementation of the DWCP will be a shared responsibility of the ILO and the Government. The MELR will coordinate with the Ministry of Finance, the Ministry of Economic Development and Poverty Reduction, the Ministry of Investment and Foreign Trade and other relevant ministries to cost the implementation of the DWCP and identify sources of funding, including any extra-budgetary resources that need to be mobilized. The ILO will support the MELR in coordinating DWCP implementation with key international financial institutions and donor agencies and with a view to raising additional resources for specific DWCP outcomes.

During the country programme reviews, the ILO and the tripartite constituents will assess resource gaps in relation to the DWCP and identify emerging opportunities for new partnerships and resource mobilization, based on the priorities of the constituents.

► VI. Advocacy and communication

The DWCP advocacy and communication plan is aligned with the ILO Moscow Sub-regional Strategy 2019-23 and the ILO Global Communication Strategy. In communication, special emphasis will be placed on achieving greater recognition of the relevance of decent work in national development agendas, promoting stronger partnerships and joint efforts by the various national stakeholders to advocate for decent work within the context of the SDGs and the ILO Centenary Declaration.

Information on the work of the ILO and the results of the DWCP will be communicated regularly to the UNCT and RCO through the two Country Framework Results Groups, the three Thematic Groups and the three Programme Support Groups (including the United Nations Communications Group), in which the ILO is represented.

With a view to increasing the visibility for the broader public of the action undertaken by the tripartite constituents and the ILO, the Decent Work Team Country Office in Moscow will regularly publish news on its website and social media on progress in the implementation of the DWCP and will facilitate the production of information and advocacy tools and materials with constituents and United Nations agencies in Uzbekistan.

APPENDIX: DWCP Results Matrix

(In the cells in yellow, include information copied verbatim from the Cooperation Framework, if existent.

Impact / National development priorities/Regional frameworks/SDGs and SDG targets The Strategy of Actions on Further Development of Uzbekistan in 2017-2021. DWCP will specifically contribute to SDG Targets 1.3, 4.4, 5.c, 8.3, 8.5, 8.6, 8.7, 8.8, 10.4, 16.3, 16.6, 16.7					
Strategic Priority A: Effective governance and justice for all					
Decent work focus: effective application of ILS, human rights including labour rights, improvement of labour legislation and workplace compliance, strengthening institutional frameworks of bipartite and tripartite social dialogue.					
Results	Performance Indicators to which the DWCP contributes (disaggregated)	Baseline (2021)	Target (2025)	Source/ MoV	Assumption Statement
UNSDCF Outcome 1: By 2025, all people and groups in Uzbekistan, especially the most vulnerable, demand and benefit from enhanced accountable, transparent, inclusive and gender responsive governance systems and rule of law institutions for a life free from discrimination and violence (DWCP Priority 1)	Proportions of certain categories of citizens (women, persons older than working age, youth) in public institutions (NSDG 16.7.1)	Women: 59,5% persons older than working age: 2.5% youth (under 30): 29.4	TBD	Goskomstat	This Outcome is achievable if: - judicial and legal reforms remain a priority of the reform agenda, and aim to implement recommendations on human rights, including labour rights;
	Proportion of seats held by women: a) in the Chambers of the Oliy Majlis (%); b) in the Kengash (Council of People's Deputies) of regions, cities and districts (NSDG 5.5.1) Proportion of women in managerial positions (NSDG 5.5.2)	a) 16.0% (2018.) b) 32.0% (2018) In managerial positions – 27% (2018)	TBD	Ministry on Makhalla and Family Support	- political commitment to expand on-going reforms for human rights, including labour rights, and gender equality is made, inter alia focusing on the ratification of pending international conventions, and enhancing normative frameworks to create a conducive environment for civil society, media, academia and other independent bodies, including the Ombudsperson.

CF Output 1.2: Capacities of the Legislature and other constitutional bodies, human rights institutions, and justice and law enforcement actors are strengthened to implement improved people-oriented and gender-sensitive legislation, policy and practice in line with international human rights, including labour rights, standards	Share of parliamentarians with enhanced capabilities in law-making, oversight and policy analysis (disaggregated by age and gender) on the issues of SDG integration, child rights, gender equality and ILO conventions	0	TBD	Parliament reports	This output is achievable if: (i) capacity development of the Legislature and other constitutional bodies, human rights institutions, and justice and law enforcement actors in line with the international human rights and labour standards continues to be prioritised in the context of the national development, and respective efforts are taken by the Government and other stakeholders to facilitate this process; (ii) human-centred and gender-sensitive approached to legislative and policy developments remains a priority for national stakeholders
	Status of international conventions and policy documents to implement international obligations on labour rights and CEDAW: (i) ILO conventions and protocols; (ii) costed programme on implementation of National Gender Equality Strategy;	(i) 17 ILO conventions, 1 protocol ratified (ii) Not available	4 new Conventions/ instruments	Gov resolutions	
ILO contribution DWCP 1.1: Labour legislation harmonized with international labour standards (UZB826, 2.1, 2.2) 1.2: Labour law and workplace compliance mechanisms effectively applied (UZB901, 1.3, 7.1, 7.2)	Other indicators: Number of comments made by the ILO Supervisory Bodies addressed	TBC	At least X comments addressed	ILO Normlex database	
	Number of cases/complaints brought before the labour inspection	0	TBD	Labour inspection reports	
CF Output 1.3: Civil society, media and public oversight institutions have strengthened their awareness, knowledge and skills on human rights,	Number of social dialogue, advocacy and political engagement spaces facilitated with participation of at-risk populations and	2020: 1 national mechanism (ILO)	At least 2 new mechanisms	Agencies' reports	This output is achievable if: (i) Civil society, media and public oversight institutions benefit from capacity development in the areas of

including labour rights, and access to justice, and are empowered to use them and prevent any human rights and gender-based violations	groups at national, sub-national and regional level				human rights and labour rights and access to justice, and are able to apply the skills and knowledge obtained; (ii) the Government remains committed to provide the space to civil society, media and public oversight institutions to exercise their knowledge and skills to prevent any human rights and gender-based violations
ILO contribution: DWCP 1.3: Improved institutional basis of tripartite and bipartite social dialogue (UZB901, 1.4)	Other indicators: The institutional basis of tripartite and bipartite social dialogue is in line with the international standards and practices.	No	Yes	Minutes and documents of the RTC; reports of trade unions' and employers' organisations	
	Number of collective labour disputes initiated/resolved by conciliation, mediation or any other means that included trade unions and employers (individuals, associations)	0	TBD		
	Number of court cases filed by trade unions	0	TBD	Trade unions' reports, registries of course cases	
	Number of industrial actions (demonstrations, picketing, strikes, etc.) organised in conformity with the labour laws.	0	TBD	Trade unions' reports	
Strategic Priority B: Inclusive human capital development leading to health, well-being and resilient prosperity					
Decent work focus: employment policy, transition to formalization, boosting youth employment, effective public employment services, improving industrial relations, mechanisms of collective bargaining and collective agreements.					

UNSDCF Outcome 3. By 2025, youth, women and vulnerable groups benefit from improved access to livelihoods, decent work and expanded opportunities generated by inclusive and equitable economic growth. (DWCP Priority 2)	Proportion of youth (aged 16–24 years) not in training or employment (disaggregated by sex) (NSDG 8.6.1)	21.80% (2018)	TBD	Goskomstat	In order to achieve this Outcome it is assumed that the Government will: (i) continue economic liberalization, employment-centered and structural reform policies along with sound and adequate COVID-19-related anti-crisis measures, paying due attention to the generation of decent jobs in rural and urban areas; (ii) continue to focus on improving the business environment and competition and promoting more vibrant SME sector, entrepreneurship, and private investments; and, (iii) target youth and women well-being and expanding the economic opportunities of vulnerable groups to ensure that they benefit from the reforms.
	Unemployment rate by sex (NSDG 8.5.2) (including by age and persons with disabilities)	Total – 9% (2019) Female – 12.8% Male – 6.1%	Total – 7.5% (by 2025) Female – 10% Male – 5.5%	Goskomstat	
	Proportion of informal employment in non-agricultural sectors, disaggregated by sex (NSDG 8.3.1) (including by age and persons with disabilities)	Total – 38.4% (2019) Female – 21.5% Male – 47.5%	Total – 30% (by 2025) Female – 19% Male – 32%	Ministry of Employment and Labour Relations	
	Percentage difference between average monthly earnings of female and male employees to the average monthly earnings of male employees (NSDG 8.5.1)	38.6% (2018)	TBD	Goskomstat	
	Other indicators:	0	TBD	Ministry of Employment and Labour Relations;	
	Number of collective bargaining agreements that provide additional guarantees to youth, women, PWDs			RTC documents	
	Number of policy and legislative decisions/recommendations supporting vulnerable groups on the labour	0	TBD	Ministry of Employment and Labour Relations	

	market and in employment relations				
	Number of public contracts (awarded through public tenders) promoting equal treatment in employment relations (gender equality, rights of PWD)	0	TBD	Ministry of Employment and Labour Relations	
CF Output 3.1: By 2025, the capacities of national institutions and social partners are strengthened to design and implement effective and innovative Active Labour Market Policies, decent work and skills development programmes for NEET Youth, Women, and PWD and policies for inclusive and resilient economic growth and reduced regional inequalities	Existence of a developed national strategy for youth employment, as part of a national employment strategy (SDG indicator 8b1)	No national employment strategy	Employment strategy adopted and launched	Ministry of Employment and Labour relations	This output is achievable if: (i) National institutions and social partners remain committed to build their capacities in designing and implementing Active Labour Market Policies, decent work and skills development programmes for certain vulnerable groups; (ii) NEET Youth, Women, and PWDs are continued to be prioritised as vulnerable groups requiring special support in enhancing their employability
	Number of national institutions with improved capacities on designing and implementing effective and innovative gender-sensitive policies for active labour market policies, skills development, inclusive economic growth, and policies prioritizing circular and green economy	0 (2020)	TBC	Agencies' reports	
	Number of organizations benefiting from institutional capacity building so that governments, employers' and workers' organizations can work together to shape socio-economic policy responses disaggregated by : a) Employers' and business membership organizations (EBMOs);	a) 9 (ILO) b) 2 (ILO) 2020	TBC	Agencies' reports	

	b) Trade unions and workers' organizations;				
	Whether the country reinforces UN supported employment policies and a regulatory environment conducive to economic recovery and decent work, especially in high-risk COVID sectors for (yes/no) disaggregated by: (a) women; b) youth (15-29); c) own account workers and family workers (as proxy for informal workers); e) workers with disabilities	a,b,c,e) Yes 2020	a,b,c,e disaggregation maintained	Ministry of Employment and Labour Relations	
ILO contribution: DWCP 2.1: Improved employment policy, aimed at creating quality jobs in formal sector (UZB126, 3.1, 7.4) 2.2: Increased capacity of public employment services to support life-long learning and workers transitions over the life course, with particular focus on youth and women (UZB126, 3.1, 3.5)	Other indicators: Number of public contracts awarded through public tenders that promote formalization, good OSH practices	0	TBD	Ministry of Employment and Labour Relations; Labour Inspectorate	

CF Output 3.3: By 2025, enabling conditions are promoted to ensure equal and inclusive access to sustainable livelihoods and basic resources, decent work conditions through workplace collective bargaining, new technologies, modern infrastructure, including ICT, and road safety community services, affordable housing and financial services for youth, women and vulnerable groups					
ILO contribution: DWCP 1.3.4: Industrial relations, mechanisms of collective bargaining and collective agreements further developed, aimed at improving the processes, quality and coverage of collective agreements UZB901, 1.4)	Other indicators: Level of satisfaction with the quality of collective agreements	n/a	At least 50% of interviewed	Ministry of Justice; Ministry of Employment and Labour Relations	
	Percentage of workers covered by collective agreements (by sector, region)	TBC	TBD	Ministry of Justice; Ministry of Employment and Labour Relations	
UNSDCF Outcome 4: By 2025, the most vulnerable benefit from enhanced access to gender-sensitive quality health, education and social services.	Proportion of public spending on education, health and social protection in total government spending (NSDG 1.a.2)	In total: 41.7% (2018) On health – 15.4% On social protection - TBD	In total: TBD On health – 15.4% On social protection - TBD	Ministry of Finance	In order to achieve this Outcome it is assumed that the Government will ensure that: (i) health remains a cross-sectorial priority reform based on people-centered and human rights- based approaches,

(DWCP Priority 3)	Share of the population receiving social benefits in the total population (benefits for persons with disabilities under 16 years of age, on the occasion of the loss of the family breadwinner) (NSDG 1.3.1.2)	Total – 1% On Disability under 16 – 0.3% (2018)	TBD	Extra-budgetary Pension Fund, Goskomstat	backed by adequate state resources; (ii) the education system is prioritized with adequate resources dedicated to implementing educational strategies, and existing and/or new partnerships are nurtured to support education modernization and development; (iii) commitments to bring the social protection system in line with international standards and best practice, coupled with sufficient financial and human resources, are maintained.
CF Output 4.2: By 2025, Government and other educational stakeholders have increased capacity to provide access to equitable, inclusive and quality education at all levels and promote lifelong learning in an integrated manner, including quality professional development system and decent work environment for education sector employees.					This output is achievable if: (i) national and other educational stakeholders remain committed to strengthen their capacities in providing equitable, inclusive and quality education at all levels (ii) conditions and opportunities for professional development and decent work continue to be created for education sector employees
ILO contribution: DWCP 3.1: Modernized vocational education and training system and career guidance to increase employability of youth,	Modernized apprenticeship programmes reflect the ILO standards, methodologies or tools related to work-based learning.	No	Yes	Government's resolutions	
	The existing qualification recognition system revised in line with ILO approach to recognition of prior learning and	No	Yes	Government's resolutions	

women and vulnerable groups	the mutual recognition of qualifications.				
CF Output 4.3: By 2025, the national social protection system is strengthened to deliver progressively universal social security and social protection benefits (child-sensitive, gender and shock responsive), community-based family services, and inclusive multi-sector response to vulnerabilities and gender-based violence in line with international standards.	A National Social Protection Strategy with costed three-year action plan for implementation available	No (National Social Protection Strategy does not exist)	Yes	Government's decree, Ministry of Finance	This output is achievable if: (i) commitments to align the national social protection system with international standards remain and sufficient human and financial resources are made available; (ii) multi-sectoral cooperation in social protection and combating gender-based violence is encouraged, supported and maintained
	# of people benefiting from social protection programmes that UN contribute to: a) low-income family benefits, b) maternity benefit, c) disability support, d) unemployment support, e) child allowance (disaggregated by gender, age, disability)	a) 50,000; b) 100,000; c) 650,000; d) 45,000; e) 1,0 million	TBD	Ministry of Finance	
	Scalable system-wide solutions in social protection, employment and child protection: (i) integrated social protection and employment programmes	(i) No - 2020	TBD	Programme Reports	
ILO contribution: DWCP 3.2: Improved social protection system to enhance its coverage and sustainability by applying international labour	Other indicators: Availability of regulations prohibiting discriminatory practices on women's labour rights	No	Yes	Government's resolution	

standards (UZB128, 8.1, 8.2; UZB126, 8.3) DWCP 3.3. Increased protection of women's rights and gender equality on the labour market (UZB128, 6.1)					
DWCP Priority 4: Strengthening social dialogue and institutional capacities of social partners					
Decent work focus: boosting institutional capacities of social partners, enhanced tripartism and social dialogue.					
DWCP Outcome 4.1: Increased institutional capacity of trade unions (UZB802, 1.2)	Number of newly recruited members disaggregated by sex and age	5.6 mln	TBD	Trade unions' reports	This outcome is achievable if: 1) Workers' and employers' organisations remain committed to DWCP's goals and objectives; 2) There is no dramatic shift in priorities of workers' and employers' organisations; 3) Workers' and employers' organisations actively engage in the implementation of activities under the current DWCP
	Number of branch trade unions affiliated with global trade unions' organizations	2 branches	At least 10	Trade unions' reports	
	Number of legislative and policy initiatives of trade unions submitted to and/or approved by the RTC, SDGs National Council, Parliament	TBD	TBD	Trade unions' reports; Reports of the RTC, SDGs National Council, Parliament	
	Trade unions provide comments to the annual Government reports to CEACR.	Not regularly	Annually	Trade unions' reports	
DWCP Outcome 4.2: Increased institutional capacity of employers (UZB801, 1.1)	Strategic plan developed and implemented by the CEU	No	Yes	CEU reports	
	Membership expansion plan developed and implemented by CEU	No	Yes	CEU reports	

	CEU engaged in research and policy work, including in industrial relations and tripartite social dialogue, on behalf of the employers	No	Yes	CEU reports	
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Annex 1

► List of DC projects in Uzbekistan

Title of the project	Budget approved and duration	Country/CPOs	P&B Outcome /Outputs	Donor
Partnerships for youth employment in the Commonwealth of Independent States	Total: \$12,000,000 (1 Jan 2013 – 31 Dec 2022) Phase II: \$6,000,000 1 March 2018 - 31 Dec 2022	Azerbaijan Kazakhstan Russian Federation Uzbekistan	Outcome 3: Economic, social and environmental transitions for full, productive and freely chosen employment and decent work for all	Lukoil
Accelerating Agenda 2030 in Uzbekistan through inclusive transformation of the social protection system	Total: \$200,000 1 Jan 2020-31 Dec 2021	Uzbekistan	Outcome 8: Comprehensive and sustainable social protection for all	Multi-partner Trust fund office-UNDP
From protocol to practice: A Bridge to Global Action on forced labour (The Bridge project)	Total: \$236,695 (October 2020-30 November 2021) Duration 14 months	Uzbekistan	Outcome 7: Adequate and effective protection at work for all	U.S. Department of Labour (ILAB)
Third Party Monitoring on Child and Forced Labour in Uzbekistan	Total: \$ 7,203,798 April 2015 – May 2022	Uzbekistan	Outcome 7. Adequate and effective protection at work for all	World Bank
Capacity building on human trafficking in Uzbekistan	Total: \$95,000 February 2021-October 2021	Uzbekistan	Outcome 7. Adequate and effective protection at work for all	World Bank

Annex 2

► List of ratifications Uzbekistan

Convention	Date	Status
C029 - Forced Labour Convention, 1930 (No. 29) <i>P029 - Protocol of 2014 to the Forced Labour Convention, 1930 ratified on 16 Sep 2019 (In Force)</i>	13 Jul 1992	In force
C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)	12 Dec 2016	In force
C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)	13 Jul 1992	In force
C100 - Equal Remuneration Convention, 1951 (No. 100)	13 Jul 1992	In force
C105 - Abolition of Forced Labour Convention, 1957 (No. 105)	15 Dec 1997	In force
C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)	13 Jul 1992	In force
C138 - Minimum Age Convention, 1973 (No. 138)Minimum age specified: 15 years	06 Mar 2009	In force
C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)	24 Jun 2008	In force
C081 - Labour Inspection Convention, 1947 (No. 81)	19 Nov 2019	In force
C122 - Employment Policy Convention, 1964 (No. 122)	13 Jul 1992	In force
C129 - Labour Inspection (Agriculture) Convention, 1969 (No. 129)	19 Nov 2019	In force
C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)	13 Aug 2019	In force
C047 - Forty-Hour Week Convention, 1935 (No. 47)	13 Jul 1992	In force
C052 - Holidays with Pay Convention, 1936 (No. 52)	13 Jul 1992	In force
C103 - Maternity Protection Convention (Revised), 1952 (No. 103)	13 Jul 1992	In force
C135 - Workers' Representatives Convention, 1971 (No. 135)	15 Dec 1997	In force
C154 - Collective Bargaining Convention, 1981 (No. 154)	15 Dec 1997	In force

List of acronyms

ALMPs Active labour market programmes

CEACR ILO Committee of Experts on the Application of Conventions and Recommendations

CBU Central Bank of Uzbekistan

CCA Common Country Analysis

CEU Confederation of Employers of Uzbekistan

CF Country Framework

CCIU Chamber of Commerce and Industry of Uzbekistan

CIS Commonwealth of Independent States

CPOs Country Programme Outcomes

DWCP Decent Work Country Programme

EBMO Employer and business membership organizations

FTUU Federation of Trade Unions of Uzbekistan

GDP Gross Domestic Product

GSP+ Generalized Scheme of Preferences Plus

ICT Information and communications technology

IFIs International financial institutions

ILO International Labour Organization

IMF International Monetary Fund

ITC Information Technology and Communication

JWP Joint Workplan

L2CU Listening to the Citizens of Uzbekistan

MELR Ministry of Employment and Labour Relations

NEET Youth not in employment, education or training

OSH Occupational Safety and Health

RCO Resident Coordinator Office

RTC Republican Tripartite Commission

SDGs Sustainable Development Goals

SES State Employment Service

SLI State Labour Inspectorate

SME Small and Medium-sized Enterprises

TPM Third-Party Monitoring Project

TVET Technical and Vocational Education and Training

UNCT United Nations Country Team

UNDAF United Nations Development Assistance Framework

UNDP United Nations Development Programme

UNICEF United Nations Children's Emergency Fund

UNSDCF United Nations Sustainable Development Cooperation Framework

UNSL Unified National System of Labour

USDOL United States Department of Labour

VNR Voluntary National Review