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## Supporting Development of Gender Responsive Policies and Programmes on Care Economy and Decent Work for Care Workers in Uzbekistan

ILO DC/SYMBOL: UZB/23/01/RBS

Type of Evaluation: RBSA-funded activity

Evaluation timing: Final

Evaluation nature: Internal

Project countries: Uzbekistan

P&B Outcome(s): Output 6.1. Increased capacity of Member States to promote investments in the care economy and a more balanced sharing of family responsibilities (biennium 2022-2023)

SDG(s): SDG 5 / 5.4: Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household and the family as nationally appropriate SDG 8 / 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment

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*Key Words: gender-responsive policies, gender pay gap, gender equality in labour market, care economy, unpaid care and domestic work, labour rights and working conditions of care workers, social protection of care workers, transformative care policies* [Use the ILO Thesaurus](#)



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## Table of Contents

1.	Abbreviations.....	4
2.	Executive Summary.....	5
3.	Project background.....	7
4.	Purpose, scope and clients of evaluation.....	9
5.	Evaluation approach and methodology .....	10
6.	Evaluation criteria and questions.....	10
7.	Findings	
	7.1 Relevance to the national development priorities and constituents' needs.....	11
	7.2 Coherence .....	13
	7.3 Validity of the project design.....	13
	7.4 Adaptation during implementation.....	14
	7.5 Effectiveness and progress.....	14
	7.6 Efficiency.....	16
	7.7 Potential for sustainability.....	16
	7.8 Cross cutting issues: country specific and quality of communication tools.....	16
8.	Recommendations .....	17
9.	Lesson learned.....	20
10.	Annexes	
	Annex 1. The relevant ILO evaluation guiding and templates .....	21
	Annex 2. The list of interview participants.....	22
	Annex 3. The list of project events/activities and number of participants covered.....	23
	Annex 4. Terms of References for the internal evaluator.....	24

## 1. Abbreviations

ALMP	Active Labour Market Policy
CEU	Confederation of Employers of the Republic of Uzbekistan
EO	Employers' Organization
FTUU	Federation of Trade Unions of the Republic of Uzbekistan
DWCP UZB	Decent Work Country Program for Uzbekistan (2021-2025)
GPG	Gender Pay Gap
GA	Gender Audit
IFI	International Financial Institutions
ILO	International Labour Organization
LM	Labour Market
M&E	Monitoring and Evaluation
MEPR	Ministry of Employment and Poverty Reduction
MEF	Ministry of Economy and Finance
NSSP	National Strategy for Social Protection
MMF	Ministry of Mahalla and Family
OECD/DAC criteria	Development Assistance Committee (DAC) of the Organization for Economic Cooperation and Development (OECD), basic set of evaluation criteria (6)
PES	Public Employment Service
RBM	Results-based Management
RBSA	Regular Budget Supplementary Account
RTCSSL	Republican Tripartite Commission on Social and Labour Issues
SDG	Sustainable Development Goals
ToR	Terms of Reference
UZB	Republic of Uzbekistan
UNEG	United Nations Evaluation Group
UNDAF	United Nations Development Assistance Framework
UNDP	United Nations Development Program
UNICEF	United Nations International Children's Emergency Fund
UN RCO	United Nations Regional Country Office in Turkey
UN SDCF	United Nations Strategic Development Cooperation Framework
WCU	Women's Committee of Uzbekistan

## 2. Executive Summary

### Background & Context

**Project purpose, logic and structure.** The project “Supporting development of gender responsive policies and programs on care economy and decent work for care workers” was implemented in Uzbekistan in March 1, 2023 - May 31, 2024 in line with ILO Regular Budget Supplementary Account (RBSA) framework. It is the first “**piloting**” project of ILO Subregional Office for Eastern Europe and Central Asia in the field of gender equality and care economy. **The project aims** to provide technical assistance in improving labour and social protection of women workers and representation of their interests with a special focus on a strong regulatory environment for domestic and care workers.

The project interventions revolved around three (3) categories of support: i) conferences and round tables; ii) development of analytical products, reviews and assessments and iii) providing learning/training packages. The **overall objective** of the interventions is to strengthen the capacity of Uzbekistan’s constituents in developing policy framework and programs on investing in care economy and improving rights and protection of workers in care economy. The Project was implemented mostly at the national level.

The project target groups included the Ministry of Employment and Poverty Reduction, Ministry of Economic Development and Finance, Ministry of Mahalla and Family, Federation of Trade Unions of Uzbekistan (FTUU), the Confederation of Employers of Uzbekistan (CEU) and the Republican Tripartite Commission on Social and Labour issues. The Project also collaborated with other relevant actors including the Women's Committee of Uzbekistan, Business Women's Association, think tanks and civil society organizations as well as other UN family partners, including UN Women, UNDP and UNICEF.

**Present situation of the Project.** The project was initiated based on the official request of the Chairperson of the Senate/Chairperson of the Republican Commission on Enhancing the Role of Women in Society, Gender Equality and the Family. In recent years, Uzbekistan has significantly intensified its efforts on ratification of ILO conventions in the field of promoting the decent work principles, eradication of child and forced labour and gender responsive policy. Despite the positive steps, the **gender inequalities remain** because women are the main source of informal domestic work and unpaid work in the households.

**Purpose, scope and clients of the evaluation.** The internal evaluation took place in 15 April – 31 May 2024 and was conducted in accordance with the UN Evaluation Group (UNEG) Norms and Standards and ILO’s Evaluation Policy Guidelines. The purpose of this evaluation is to review the work done and assess the progress achieved in the key focus areas of the project; assess the achievement of expected results against the defined measurement criteria; assess if/how sustainability has been addressed in implementation; inform the next steps. The scope of the evaluation is the action to achieve the country programme outcome UZB903 for the whole duration of the project. The list of clients includes: 1) ILO staff; 2) tripartite constituents such as the Ministry of Labour and Poverty Reduction of Uzbekistan, FTUU and CEU and 3) development partners.

**Methodology of evaluation** included multiple methods, both qualitative and quantitative. The evaluation applied triangulation of data sources (document analysis, interviews, cross-checking and observations) to increase the credibility and to minimize any subjective conclusions. An initial on-distance orientation meeting was organized with the ILO team followed by in-person and online interviews with the stakeholders.

### Main Findings & Conclusions.

**Relevance.** The project contributes to several ILO’s strategic policy frameworks and to all key national Uzbekistan’s acts and strategies up to 2030 and also contributes to SDG Agenda (SDG 5 and SDG 8).

**Coherence.** The project is complementary with RBSA-funded projects UZB/21/01/RBS; UZB/22/01/RBS; UZB/22/02/RBS. The idea and methodology of the project (gender equality through the care economy) have become a successful option of adaptation of the project to the national context in case of Uzbekistan.

**Validity of design.** The project managed to begin the implementation of all objectives, but not all deadlines were met on time due to the: i) very complex nature of the project; ii) very short project duration – only 15 months, and iii) limited access to and poor quality of the national data.

**Effectiveness and progress.** Initially, the project was focused on achieving two (2) key outcomes. It was determined during the evaluation that these outcomes were not only met, but also exceeded (see the list of five outcomes achieved based on the set of project's activities on p. 14).

**Efficiency.** The project was well-managed in terms of both human and financial resources, and the ILO provided a significant added value through its extensive methodological capacity, technical expertise and project management. The ILO plans to have a similar project in Azerbaijan based on its findings.

**Sustainability.** Until 2030, gender equality and care economy topics are expected to remain sustainable in the national policy agenda. The challenge arises after 2030. It is important not to miss the “window of opportunity” until 2030 to make this agenda sustainable beyond 2030. Also, an additional impact assessment is needed after a year/two years due to a significant delayed effect related to a very complex topic (Care Economy) and due to lengthy process of changing the mental aspects of the society (Gender equality).

**Cross cutting issues.** Two cross-cutting issues were identified based on evaluation: 1) understanding the real country specifics and 2) the quality of communication tools.

## **Main recommendations and follow-up**

### Evaluation recommendations for the ILO

1. The ILO should continue projects in Uzbekistan in the area of care economy and gender equality to avoid a loss in contributions already made within this pilot project, and also keeping in mind the period of validity of the Strategy for Achieving Gender Equality and Global Acceleration on Jobs and Social Protection for Just Transitions until 2030. It is important not to miss the “**window of opportunity**” until 2030 (high interest of the public, state and employers at the same time) to make this agenda sustainable beyond 2030.

2. **Strengthening the ILO communication strategy to improve the social dialogue quality.** The communication component must be thought out with special care for the new ILO projects. Many players are covertly involved into the care economy and gender equality areas, but they have a significant influence on decision-making. ILO needs a communication strategy that would be equally applicable for **any players** involved.

3. **Ensuring a comprehensive approach between strategy/tactic and thematics in the implementation of ILO projects in the area of care economy.** Care economy is an interdisciplinary topic, because it is “dissolved” among other related topics such as social protection, social sector, etc. While forming further ILO projects in the area of care economy, it is important to pay special attention to the issue of ensuring the right **sequence** of activities/ actions, as well as **synergy and coordination** with other ILO projects in Uzbekistan.

4. **Deepening the gender pay gap analysis (GPG) focusing on the private sector.** It was not possible to complete the full cycle of analysis on gender pay gap due to the lack of the relevant microdata. Analysis needs to be completed by conducting a **national survey of employers** using CEU Communiqué which aims at strengthening the role of employers to achieve gender balance in business.

5. **Developing a mechanism for holding employers' responsibility in cases of gender-related violations** to protect not only workers, but also employers themselves in the case of gender-based conflicts. A good option would be a new ILO project aimed at i) analysis of **women's working conditions**, especially in industries where women workers predominate; ii) creating a **mechanism to record all gender discrimination and harassment cases in the workplace** for labour inspectorates.

### Evaluation recommendations for the national partners and beneficiaries

1. **Strengthening the infrastructure of tripartite organizations at primary level (meso- and micro-)** so that any projects can: i) effectively achieve their objectives; ii) ensure the sustainability of the implementation

of gender equality/care economy goals at all levels of decision-making and budgeting, regardless of the volatility of national/sectoral development challenges; iii) improve the quality of social dialogue and iv) have a channel for reporting claims in the area of gender-based labour relations and discrimination.

2. **Replicating the training on gender audit based on international standards.** Only 10 experts in the country can facilitate gender audit in accordance with international standards - it is a very small number for the scale of Uzbekistan economy. In case this training will be replicated, an international gender audit will be established on a large scale and could become the most **significant follow-up effect of the project.**

3. **Intensifying efforts towards ratification of ILO Convention No. 190 and other related ILO conventions.** To be prepared for such activity, to continue the analysis on at least **8 topics** specified in the report (p 20).

4. **Strengthening coordination of policies affecting care economy and quality of social services.** The policy in this area is not coordinated and social workers are not trained in modern social service delivery practice. The new ILO projects in the area of education and retraining of social workers are of particular importance **to avoid providing unlicensed social services** (especially for the persons with disability).

### 3. Project background

In the recent five years, Uzbekistan has significantly intensified its efforts on the ratification of a number of ILO conventions in the field of promoting the decent work principles, eradication of child and forced labour and gender responsive policy. Thanks to all these efforts, Uzbekistan was elected to the Administrative Council of the ILO as an alternate member of the Council. The elections of Council members and their alternates for 2024–2027 took place at ILO headquarters in Geneva on 7 June 2024 as part of the 112th session of the International Labour Conference.<sup>1</sup>

On the same day, Uzbekistan was also elected to the UN Economic and Social Council (ECOSOC) for the period of 2025-2027. ECOSOC plays a key role in the UN system for promoting all three dimensions of sustainable development - economic, social and environmental.<sup>2</sup>

Both events are historical for Uzbekistan since the country has never been a member of these key UN bodies.

The efforts to improve gender responsive policy in Uzbekistan were implemented by taking critical legal acts promoting gender equality and non-discrimination in the area of labour, social protection to all employees, including informal, seasonal and domestic workers. Specifically, the following acts were adopted:

- *The Law “On Guarantees of Equal Rights and Opportunities for Women and Men”<sup>3</sup>* has introduced the concept of direct<sup>4</sup> and indirect<sup>5</sup> gender discrimination, as well as *mandatory gender due diligence* of all regulations (for compliance with the principles of gender equality). Article 21 provides for equal rights and opportunities *at work* including employment; equal wages for equal work; equal approach to performance assessment;<sup>6</sup> equal opportunities for career development and retraining; safe working conditions; zero tolerance of non-acceptable forms of behavior or discriminatory working conditions.

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<sup>1</sup> Source: The Ministry of Foreign Affairs of the Republic of Uzbekistan <https://mfa.uz/ru/press/news/2024/respublika-uzbekistan-izbrana-v-administrativnyy-sovet-mezhdunarodnoy-organizacii-truda---35995>

<sup>2</sup> Ibid.

<sup>3</sup> Law No. 562 of 02 September 2019.

<sup>4</sup> **Direct discrimination** based on gender refers to any difference, exclusion or restriction that is aimed at non-recognition of women and men's rights and freedoms in all spheres of society, including discrimination based on marital status, pregnancy, family responsibilities, as well as sexual harassment, different pay for equal work and qualifications.

<sup>5</sup> **Indirect discrimination** based on gender refers to the creation of a situation, position or criteria that places persons of one sex in a less favorable position compared to persons of the other sex, including the promotion of gender inequality through the media, education, culture, the establishment of conditions or requirements that may entail negative consequences for persons of a certain gender.

<sup>6</sup> It is close to the ILO's principle of determining equal pay for work of equal value based on gender neutral job assessment.

- *The Law “On Protection of Women Against Harassment and Violence”*<sup>7</sup> regulates the policies of protecting women from harassment and violence in everyday life, *at work*, in schools and other places. In April 2023, changes were also made to the Criminal Code and the Code of Administrative Responsibility aimed at combating domestic violence, including physical, psychological and economic violence in family.

- *Decent Work Country Programme (DWCP) for 2021-2025*. The Roadmap of the DWCP envisages clear direction on the commitment of the Government in ratification of ILO Conventions including No.102,<sup>8</sup> No. 183<sup>9</sup> and No. 190,<sup>10</sup> promotion of gender equality in the labour market, protecting rights of workers in the informal economy and building the capacity of the constituents for inclusive, equal and decent employment opportunities and working conditions for women.

- *Strategy for Achieving Gender Equality (2021-2030)* - national wide multi-sectoral policy document adopted by the Senate of the Oliy Majlis<sup>11</sup> of Uzbekistan in 2021 (No. PS-297-IV) aimed at ensuring gender equality in all spheres of life.

- *National Strategy for Social Protection up to 2030* adopted by the Presidential Decree on 25 July 2022 sets development of social services on local (mahalla) level to provide integrated (cash and care) support to families and individuals living in difficult life situation.

- *Updated Labour Code*<sup>12</sup> prohibits any form of direct/indirect discrimination at work (Article 4), and also *guarantees equal remuneration to men and women for work of equal value* (Article 244). Restrictions on the use of women's labour in certain industries have been also lifted total (44 types of work).<sup>13</sup>

Given these legislative changes, the Women, Business and the Law report, published annually by the World Bank,<sup>14</sup> included Uzbekistan in the top five reform countries that have achieved the greatest progress in ensuring gender equality among 190 countries in 2024.

**Despite the positive steps, inequalities and gender gaps remain.** The economy fails to generate sufficient decent jobs for women, gender occupational segregation and prevalence of women in informal economy continues to be high. On the other hand, due to lack of affordable social care services and deep-rooted stereotypes on women’s employment, *women are the main source of informal domestic work and unpaid work in the households*. Uzbekistan relatively recently ratified ILO Convention No. 87 on Freedom of Association and representation level of trade unions of care economy workers remains low.

Against this background and based on the *official request of the Chairperson of the Senate/Chairperson of the Republican Commission on Enhancing the Role of Women in Society, Gender Equality and the Family* to promote gender equality and women’s empowerment in the world of work as a priority of ILO cooperation with Uzbekistan, **the project aims** to provide technical assistance in improving labour and social protection of women workers and representation of their interests with a special focus on a strong regulatory environment for domestic and care workers.

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<sup>7</sup> Law No. 561 of 02 September 2019.

<sup>8</sup> ILO Convention No.102 - The Social Security (Minimum Standards) Convention, 1952, is the flagship of all ILO social security Conventions, as it is the only international instrument, based on basic social security principles, that establishes worldwide-agreed minimum standards for all nine branches of social security: medical care, sickness benefit, unemployment benefit, old-age benefit, employment injury benefit, family benefit, maternity benefit, invalidity benefit, and survivors’ benefit.

<sup>9</sup> ILO Convention No.183 - The Maternity Protection Convention, 2000, provides rules for the adoption of national legislation for the promotion of health and safety of the mother and child, notably concerning the protection for pregnancy, the right to a maternity leave period, maternity benefits, the right to return to the same position.

<sup>10</sup> ILO Convention No.190 – The Violence and Harassment Convention, 2019, enshrines the right of everyone to a world of work free from violence and harassment, including gender-based violence and harassment. The provisions of the Convention are complemented by Recommendation No. 206 (R206), which provides detailed guidance on how the Convention should be implemented at the national level. For countries that ratify the convention, its provisions become legally binding within one year of ratification.

<sup>11</sup> Senate of the Oliy Majlis of the Republic of Uzbekistan - The **Senate** (Uzbek: Senat) is the upper house of the Oliy Majlis of the Republic of Uzbekistan. The Senate is composed of 100 members.

<sup>12</sup> The amended Labour Code of Uzbekistan is effective since 30 April 2023.

<sup>13</sup> A list of these types of work can be viewed at <https://lex.uz/docs/514958#523439>

<sup>14</sup> Source: <https://wbl.worldbank.org/en/reports>



The **overall objective of the project** is to strengthen the capacity of the constituents for developing policy framework and programs on investing in care economy and improving rights, and protection of workers in care economy. The project includes actions addressing the CEACR Direct Request on Discrimination (Employment and Occupation) Convention, 1958 (No. 111) adopted 2021 and published at 110th ILC session (2022) on reconciling work and family responsibilities and ILO's 5R Framework for Decent Care Work to recognize, reduce and redistribute women's unpaid care and domestic work, and represent and reward paid care workers. This includes cost analysis, legal assessment, diagnosis of decent work deficits, capacity building, policy advice and expert support to the constituents and awareness raising to enhance their capacity to develop new policies or revise the existing ones.

The project is complementary with RBSA projects (UZB/21/01/RBS; UZB/22/01/RBS; UZB/22/02/RBS) through which the ILO provides technical assistance to the constituents in building capacity on development of policies on ensuring work-life balance, promoting universal access to social protection schemes, promoting maternity protection and protection in case of job loss, supporting the transition to formalization and protecting labour workers' rights in informal employment.

The project was funded by RBSA with a budget of USD 550,000.00.

#### 4. Purpose, scope and clients of evaluation

Evaluation purpose. ILO considers evaluation as an integral part of the implementation of regular budget and technical cooperation activities. The present evaluation is conducted in the framework of the regional RBSA Monitoring and Evaluation (M&E) plan for 2024-2025 and in accordance with the ILO procedures for the use of the Regular Budget Supplementary Account (RBSA) stipulating that RBSA-funded outcomes are being subject to evaluation in order to examine the results achieved with RBSA resources and their contribution to a broader ILO programming and country cooperation frameworks, including DWCPs.

The ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia covers nine countries - Armenia, Azerbaijan, Belarus, Russia and five (5) countries of Central Asia (Kazakhstan, Kyrgyzstan, Tajikistan, Turkmenistan and Uzbekistan). The project was implemented in Uzbekistan and thus became the **first "piloting" project** of the ILO Subregional Office in the field of gender equality and care economy in the subregion.

As outlined in the project document, RBSA project – *Supporting development of gender responsive policies and programmes on care economy and decent work for care workers in Uzbekistan* – underwent an internal evaluation, managed by an ILO evaluation manager, and conducted by a national evaluator based in Tashkent.

**The purpose of the internal evaluation is to:**

- review the work done and assess the progress achieved in the key focus areas of the projects;
- review challenges and opportunities that have emerged during the project life-time;
- assess the achievement of expected results according to ILO evaluation standards;
- assess if/how sustainability has been addressed in implementation;
- inform about the next steps (recommendations) and improve further programming in the areas addressed by the project, i.e. in other countries of the region facing similar issues.

Scope. The scope of the internal evaluation covered actions to achieve the country programme outcome UZB903 for the whole duration of the project (for the period of 01 March 2023 to 31 May 2024) in Uzbekistan. The internal evaluation was done based on ILO's internal evaluation policy and focusing on

the following criteria: relevance, coherence, efficiency, effectiveness, sustainability. Cross-cutting issues were also identified and assessed. Although the ILO internal evaluation standards require also the *impact assessment*, this criterion was *excluded* from the internal evaluation scope due to the very limited duration of the project (15 months, including 3 months preparatory phase). The evaluation took place in April and May 2024.

[Clients of evaluation.](#) ILO works closely with the tripartite constituents towards achieving decent work agenda through country DWCP (2021-2025) with the following priorities:

- 1) Improving the regulatory framework governing labour relations;
- 2) Enhancing decent work and better employment opportunities for youth, women and groups in vulnerable situations, generated by inclusive and equitable economic growth;
- 3) Extending the access of vulnerable groups to inclusive and quality education and social protection;
- 4) Strengthening social dialogue and institutional capacities of the tripartite constituents.

The Project was implemented mostly at the national level. The main clients/target groups included the Ministry of Employment and Poverty Reduction, Ministry of Economic Development and Finance, Ministry of Mahalla and Family, Federation of Trade Unions of Uzbekistan (FTUU), the Confederation of Employers of Uzbekistan (CEU) and the Republican Tripartite Commission on Social and Labour issues.

The Project also collaborated with other relevant actors including the Women's Committee of Uzbekistan, the Business Women's Association, think tanks and civil society organizations. Furthermore, the project encouraged partnerships with other UN family partners, including UN Women, UNDP and UNICEF.

## 5. Evaluation approach and methodology.

The evaluation was carried out in accordance with the UN Evaluation Group (UNEG) Norms and Standards and ILO's Evaluation Policy Guidelines,<sup>15</sup> by adhering to the ethical standards, stakeholder diversity, gender equality and codes to protect confidentiality of those involved in the evaluation process.

The methodology included qualitative methods. The evaluator reviewed available literature and project documents (relevant national legislations, project activities and outcomes, database, learning packages and workshops, round tables and conference materials). As much as possible, the evaluation applied triangulation of data sources (e.g. document analysis, interviews, cross-checking and observations) to increase the credibility and validity and to minimize any subjective conclusions.

An initial on-distance orientation meeting was organized with the ILO team followed by in-person and online interviews with the DWT/CO Moscow staff (i.e., Senior Specialist in Workers' Activities, Senior Specialist in Employers' Activities, Specialist on Gender Equality and Non-Discrimination, Project Technical Officer, Programme Officer), in-country research (face-to-face or on distance), including interviews with the ILO National Coordinator in Uzbekistan and tripartite constituents. The list of recommended institutions and persons<sup>16</sup> was provided by the Project Team in consultation with the Evaluation Manager. It included ILO management, technical specialists, project staff, and tripartite constituents such as the Ministry of Labour and Poverty Reduction of Uzbekistan, Federation of Trade Unions of Uzbekistan (FTUU) and Confederation of Employers of Uzbekistan (CEU).

## 6. Evaluation criteria and questions.

The assessment applied the key OECD/DAC criteria of relevance, coherence, efficiency, effectiveness, sustainability and provided recommendations in the definition of the key actions to be undertaken. The potential for Impact was not assessed given the limited project duration and scope of the intervention.

The interview questions were formulated to respond to the following questions:

[Relevance: Are the project's interventions doing the right things?](#)

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<sup>15</sup> The relevant ILO evaluation guidelines and standard templates are provided in Annex 1.

<sup>16</sup> The list of interview participants is provided in Annex 2.

1. To what extent are the project's objectives and approach relevant to the strategic national development priorities and country context, as well as with development frameworks?
2. How well have the project activities addressed beneficiaries' needs and priorities?
3. Have the ILO comparative advantages (such as strong analytical and methodological approaches and also tripartite work format) been fully exploited in this project?

**Coherence: Are the project's objectives in line with interlinkages of other institutions?**

4. Are the project objectives consistent with the country cooperation frameworks, i.e. UN SDCF (Strategic Development Cooperation Framework)?
5. Do the project interventions support the synergies and interlinkages with interventions carried out by the government and by other institutions?

**Effectiveness: Do the project interventions achieve their goals?**

6. What have been the major result(s) and lesson(s) learned during the project implementation?
7. What has been the progress made in the achievement of the project outcomes?
8. Have there been any changes in the constituents' capacity in the main practice and policy areas tackled by the project?
9. What are the main constraints experienced by the project, e.g., in terms of methodology, context and implementation?

**Efficiency: How well are resources being used?**

10. Have resources available (time, funds, partnership, knowledge, expertise, etc.) been used efficiently?
11. Are there any areas the project's effectiveness that could have been enhanced?

**Sustainability: How long-term are the results of the project?**

12. Are the project results achieved likely to continue after the end of the project?
13. Are they likely to produce longer-lasting effects and benefits to the target groups?
14. How can key project stakeholders (i.e. workers' and employers' organizations, government) use the project's results to ensure broader and sustainable development changes in the areas tackled by the project?

**Recommendations and next steps**

15. What are the next steps to be undertaken and the best way to proceed?
16. What action might be needed to bolster the longer-term effects and to come to further policy measures generating a positive change?
17. What actors and in which way should be engaged?

**Cross cutting issues: understanding of country specifics and the quality of communication tools**

During the internal assessment, an attempt was also made to highlight the issues that come across all of the above criteria. The proper understanding of these cross-cutting issues can greatly determine the success of new possible ILO projects in the field of care economy and gender equality in Uzbekistan.

**Based on findings from all criteria, this internal assessment produced practical recommendations on the future steps to be taken by the ILO and the project beneficiaries.**

## 7. FINDINGS

### 7.1 Relevance to the national development objectives and constituents' needs.

The relevance of the project was evaluated based on a review of secondary information and data, project documents, and validated through interviews. The evaluation assessed the extent to which the project activities complied with the national development priorities and constituents' needs.

The relevance of the project is high since the gender equality and decent work agenda is among the most discussed at the moment in public dialogue area in Uzbekistan. The country has adopted a number of acts towards the improvement of its status in these areas, but to be fully enforced they need *additional technical and institutional support at the meso and micro levels*. Otherwise, all these positive changes in policy environment may remain unrealized. In particular:

- *The Law "On Guarantees of Equal Rights and Opportunities for Women and Men"* has introduced the concept of direct and indirect gender discrimination, as well as *mandatory gender due diligence* of all regulations. The law also introduced a very important requirement on conducting a *mandatory gender audit (GA) in government bodies and organizations, including personnel policies*. Since 2022, the Federation of Trade Unions of Uzbekistan (FTUU) is responsible for conducting gender audit and ensuring a comprehensive gender approach, including in personnel policy (as part of public control). However, the law does not contain specific approaches, methodology, standards, etc. regarding the conduct of gender audit.

To follow these requirements FTUU has developed its own methodology for conducting a gender audit, as well as a questionnaire and guide on gender audit in the national ministries and departments. However, based on interviews conducted, these documents raised many comments from international experts, since they contained contradictions (the methods used, the number of industries/sectors chosen, the wrong groups of people to be covered, etc.) and did not meet the international requirements that are already developed in this area.

To support FTUU the ILO provided technical assistance for the first national participatory gender audit programme within this ILO project. An introductory workshop on ILO methodology on Participatory Gender Audit (PGA) was held for FTUU regional representatives, as well as for representatives of the Ministry of Economy and Finance.

In addition to the introductory workshop, ITC ILO Training Program on PGA in Russian was also adjusted and the PGA training programme for gender auditors was organized – this is one of the most significant added values of the ILO project when it comes to supporting FTUU in the implementation of gender audit programme.

- *The Law "On Protection of Women Against Harassment and Violence"* regulates the policies of protecting women from harassment and violence in everyday life, *at work*, in schools and other places. The law has launched the process of issuance of protection orders and the creation of rehabilitation centers and refuges for public support to victims of violence and harassment. Article 9 specifies the power of labour administration bodies regarding protection of women from violence and harassment at work and registration of unemployed women to be provided with jobs and social support. At the same time, the law does not contain specific procedures for identifying the fact of harassment in the workplace by the labour inspectorate, what the specific criteria are, etc.

- *Decent Work Country Programme (DWCP) for 2021-2025*. All issues related to gender restrictions directly affect the creation of the better working conditions that the country strives for. Resolving these issues is not always easy, given the mentality of the population, when many gender issues are considered as "inconvenient" and are kept silent. Currently, the number of "red points" in this area is gradually decreasing, but many problems still need to be resolved for a long time.

- *Strategy for Achieving Gender Equality (2021-2030)* is a national multi-sectoral policy document aimed at ensuring gender equality in all spheres of life. At the same time, many technical issues related to the implementation of the roadmap of this Strategy have yet to be developed and implemented due to limitations related to the mentality of the society. Significant additional outreach and information efforts are needed.

- *National Strategy for Social Protection up to 2030* sets development of social services on local (mahalla) level to provide support to families and individuals living in difficult life situation. For this

purpose, the network of social centres (Inson centres) was set up throughout the country. The special National Agency for Social Protection under the President of the Republic of Uzbekistan (NASP) was created to implement this Strategy at all levels of decision-making process.

The scale of the social protection reform is enormous. Firstly, a professional social worker' institute has never existed. The country needs to train several thousand professional social workers. It requires large-scale training programs on social work standards.

Secondly, it is necessary to reform many of social protection programs. This is a serious national challenge due to a long history of social protection (based on the principle - provide small support, but to everyone in need).

Thirdly, the area of social protection in case of job loss needs serious reform and state financial support, which is very difficult against the growing state budget deficit. There are also other constraints related to the National Strategy for Social protection up to 2030.

- *Updated Labour Code prohibits any form of discrimination at work (Art.4), and also guarantees equal remuneration to men and women for work of equal value (Art. 244).* But there is a lot of work to be done on integrating the provisions of ILO Discrimination Convention No. 111 and ILO Equal Remuneration Convention No. 100 (both ratified by Uzbekistan in 1992), although it does not fully comply with them as it does not clarify the principle of "equal value" of work and sanctions for violation. Issues of gender pay gap have never been analyzed/discussed at the level of public policy measures, as well as by employers.

## 7.2 Coherence.

The project is not only coherent with the national acts mentioned above, *but also it is complementary with other RBSA projects (UZB/21/01/RBS; UZB/22/01/RBS; UZB/22/02/RBS)* through which the ILO provides technical assistance to the constituents in building capacity on development of policies on ensuring work-life balance, promoting universal access to social protection schemes, promoting maternity protection and protection in case of job loss, supporting the transition to formalization and protecting workers' labour rights in informal employment.

[The project is contributing to SDG Agenda](#), in particular, SDG 5 – Gender equality and SDG 8 – Decent work and Economic Growth in terms of recognizing unpaid/domestic work and protecting labour rights.

It is also important to note that any projects on gender equality always require adaptation to the national context (due to topic sensitivity) to be adequately perceived by the society and officials. As stated above, the topic of gender equality is already on the Top of the current reform agenda in Uzbekistan. However, it has never been considered in the context of the care economy. At the same time, this context is especially relevant given the wide sector of informal employment in the country, *in which female employment predominates*. The idea and methodology of this project (gender equality through the care economy) has become a [successful option for such adaptation in case of Uzbekistan](#). Thus, in terms of adaptation the project was also successful.

## 7.3 Validity of the project design.

The project was a very complex intervention in terms of its design due to the willingness to create effective policy network in several areas at once. Therefore, the project managed to begin the implementation of all its goals, but not all outcomes were completed within the specified time frame. The main reasons are: i) *very short project duration* – only 15 months including a 3 months preliminary phase and ii) *limited access to and poor quality of national data* related to project topics.

Several reports and ILO assessment's global tool were initiated during the project where national data about care policies can be uploaded. It was expected that they would show the main gaps in care policies in the country, so that it would be possible to analyze which are the national entry points where investments can be made. But it takes a lot of time to get the information/data from the national institutions, [although access to data is not limited by the national legislation and should be publicly available](#).

For example, in terms of the report on *assessing the gender pay gap*, the project was spending a lot of time preparing official requests and obtaining data. Moreover, the data received primarily reflects the gender pay figure at the macro level, while data at the micro level is collected partially and does not always allow making the necessary calculations. Therefore, the finalization of all project products exceeded the project duration (issues related to improving the national legislation and getting the assessment about working conditions, domestic work, gender pay gap, etc.).

At the same time:

1. In terms of the "Care Economy" the project design is fully valid since this topic is [innovative](#) for Uzbekistan and after its presentation by the ILO was "picked up" by other UN agencies and donor organizations, as well as development partners (trade unions, organizations employers, ministries) and other local players (think tanks, NGOs, expert community, media). Thereby:

- ILO country office can be seen as a key actor in the national dialogue on the care economy area;
- care economy topic may become an additional long-term key (flagship) topic of the mandate agenda of the ILO in Uzbekistan.

2. Despite the short duration of the project such a distinctive ILO advantage as a [strong methodological approach](#) was fully realized. This made it possible to significantly increase the awareness of a wide range of participants of the new practices that are used in the area of care economy.

#### **7.4 Adaptation during implementation.**

During the internal evaluation, social partners (Federation of Trade Unions' members (FTUU) and Confederation of Employers of Uzbekistan (CEU)) noted several times the flexibility and highly responsible approach of the project team to adapt the project during the implementation. In particular, the opinion was expressed by *tripartite constituents* that the training materials on gender audit in their original format are not applicable to the case of Uzbekistan. The project team took this comment into account, and new study exercises were quickly updated to get closer to the national practice. As a result, the adapted training materials were used with high efficiency.

#### **7.5 Effectiveness and progress.**

The project is focused on achieving results under two (2) key outcomes:

- Technical capacities of the constituents to promote policies and investments in care services for a more balanced sharing of family responsibilities strengthened.
- National tripartite capacities to improve representation, labour rights, social protection and working conditions of workers in care economy enhanced.

It was determined during the evaluation [that these outcomes were not only met, but also exceeded](#). In particular, the following five (5) outputs were achieved based on the set of project activities:

- *increased internal technical capacity of the tripartite constituents* (Federation of Trade Unions' members (FTUU) and Confederation of Employers of Uzbekistan (CEU)) to conduct gender audit. It took more than 5 weeks (four weeks in online mode and one week in offline mode) to complete the training and certification of the ILO program on gender audit (ILO Turin Training Center) and the participants passed a two-stage exam, one of which was assessed by artificial intelligence (AI). As a result, 10 *tripartite*

*constituents'* organizations members at the moment are now certified in this area in Uzbekistan based on international methodology. The key national actors have now the opportunity to *replicate and enhance other national actors' capacity at different national platforms* and at all levels (macro, meso and micro) by using ILO training and certification methodology;

- *contribution is made in terms of promotion of care economy as one of the key components of the Uzbekistan's Road Map on implementing the Global Acceleration on Jobs and Social Protection for Just Transitions (Global Accelerator).*<sup>17</sup> Uzbekistan joined this global initiative recently (development of the Roadmap is under finalization stage by the Team of international donors and national partners under ILO leading role). So, the policy dialogue on investing care economy will continue;

- *increased quality of tripartite dialogue towards alignment of national legislation and practice with relevant international standards* (in area of gender pay gap, decent work standards) and *promotion of ratification of relevant ILO Conventions* (care services and protection of care workers);

- *increased engagement of constituents with international partners.* A number of UN agencies and other international development institutions are working in area of gender equality in Uzbekistan. Their efforts should be now better coordinated not only at the policy level, but also at the tripartite level;

- *increased public awareness in area of gender equality* in line with implementation of the Strategy for Achieving Gender Equality in the Republic of Uzbekistan – 2030. *The annual Gender Conference format* was initiated by the ILO in May 2023. Following this idea, the Conference (as a Forum already) was held in Samarkand city on May 13-15, 2024 led by the Senate of the Oliy Majlis of the Republic of Uzbekistan. ILO participated at the Regional Director Level and provided technical inputs to the agenda. Thus, the practice of holding annual gender conferences was formed as a *permanent platform for broad national dialogue on the promotion of gender equality in the country*. Activity of this platform is administrated at the highest level - by the Republican Commission on Increasing the Role of Women in Society, Gender Equality and Family (Gender Commission), chaired by the Chairman of the Senate of the Oliy Majlis of Uzbekistan.

Considering the high level of the Gender Conference, its annual holding allows to:

- i) promptly discuss and monitor the country's progress in implementing the relevant ILO conventions (ratified by Uzbekistan), as well as measures of the Strategy for Achieving Gender Equality in the Republic of Uzbekistan until 2030;
- ii) evaluate the proposed and planned prospects for public policy in this area, both from the state and other institutions/actors;
- iii) observe the government openness/willingness to collaborate on this topic (including the most sensitive one) with the international community, avoiding duplication of efforts and finance in this area.

In addition, an international conference was organized together with CEU on gender equality in May 2024.

The total coverage by project's activities is almost 350 participants and they revolved around three (3) categories of support:<sup>18</sup>

### **1) Conferences and round tables:**

- Pathways to gender equality and decent work in Uzbekistan (high level conference, May 2023).
- Participatory Gender audit concept presentation.
- Promotion of gender responsive and inclusive labour market through public employment services (training).

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<sup>17</sup> Was launched in September 2021 by the UN Secretary General.

<sup>18</sup> List of project events/activities and number of participants is given in Annex 3.

- Round Table on presentation of the main findings of the Policy report “The Gender Pay Gap in Uzbekistan: Recent Trends and Policy Implications”.
- Transforming business practices through gender equality and responsible business conduct (international conference, May 2024).
- Tripartite dialogue on Legal Analysis of C190 (February 2024).
- The meeting of the Republican Tripartite Commission on Social and Labour Issues (May 2023) on gender diagnostic of informality.
- The RBSA intervention also supported organization of tripartite dialogue on the DWCP Roadmap of 2024-25 (February 2024).

## **2) Analytical products, review and assessment:**

- Compendium on Pathways to Gender Equality and Decent Work in Uzbekistan (2023).
- Policy report “The Gender Pay Gap in Uzbekistan: Recent Trends and Policy Implications” (2024).
- In-Depth Desk Review of Uzbekistan's Care Policy Framework (2024).
- Collection of national data for the ILO’s Global tool on Care Policy Simulator: ILO Country Brief on Care at Work in Uzbekistan (2024).
- Domestic workers legislative framework review (2024).
- Women and the World of Work in Uzbekistan (2<sup>nd</sup> edited version, 2023).

## **3) Learning/Training packages:**

- ITC ILO E-learning programme on care work and the care economy (20 hours through a 4 weeks course).
- ITC ILO Participatory Gender Audit. Certification course (face to face stage and online stage, January-February 2024).
- ILO Training on Gender Equality and violence and harassment for employers and members of CEU.
- ILO Training on violence and harassment for trade unions in education sector.

## **7.6 Efficiency.**

While the financial efficiency cannot be commented with specificity, the overall finding is that the project was well-managed in terms of both human and financial resources, and that the ILO provided significant added value through its extensive methodological capacity, technical expertise and project management. The ILO Decent Work Technical Support Team and Country Offices for Eastern Europe and Central Asia (DWT/CO) in Moscow provided administrative support and technical backstopping. The ILO team for implementation of the project consisted of:

- Gender Equality and Non-Discrimination Specialist, DWT/CO Moscow (part-time, 15 months).
- Project Technical Officer, based in Tashkent city (full- time, 8 months).
- Senior Programme Assistant, DWT/CO Moscow (part-time, 8 months).

The ILO project team worked in collaboration with ILO National Coordinator in Uzbekistan and Project Technical Officer in Tashkent and reported to the Gender Equality and Non-Discrimination Specialist in DWT/CO in Moscow. The success of the project largely depended on the professionalism and expertise of the ILO project staff and experts (international and national).

Since this project was the first one implemented in the subregion, it is quite difficult to evaluate it from the point of *comparative efficiency*, since there is no other country to compare with. At the same time, there are currently ILO plans to implement a similar project in Azerbaijan mostly based on the results of Uzbekistan’s project. Taking into account the potential for replication, the *efficiency of the project is high*.



## 7.7 Potential for sustainability.

Until 2030, gender equality and care economy topics are expected to remain relatively sustainable in terms of public and other investment. The topic of gender equality is a subject of sustainable investment because there is a national *Strategy for Achieving Gender Equality (2021-2030)* and its roadmap. The Care Economy topic - because it is one of the four priorities of Uzbekistan's agenda in *Global Acceleration on Jobs and Social Protection for Just Transitions* (until 2030 and even beyond). The challenge for the sustainability will most likely arise after 2030. Considering that Uzbekistan belongs to countries with developing markets, the country's level of development does not yet allow to *constantly maintain* the sustainability of these topics because it involves significant public expenditure.

It is also important to note that projects in area of care economy and gender equality have *significant delayed effect* due to the very complex structure (Care Economy) and lengthy process of changing the mental aspects of society (Gender equality). Therefore, in order fully understand and develop possible mechanisms for ensuring the sustainability of this agenda for the national strategies, it is important to make an *additional assessment* of the results of this project after a year or even two years.

## 7.8 Cross cutting issues: country specifics and quality of communication tools.

Two cross-cutting issues were identified based on analysis and interviews conducted: 1) understanding the real country specifics and 2) the quality of communication tools.

**Full understanding of the country specifics.** As a rule, the main program challenge for implementing projects in area of gender equality is incomplete knowledge of the country context in terms of the *real attitude towards the problems of gender equality* in each specific country. This is due to the sensitivity of the topic itself, which contains many areas, the attitude towards which can be different and often hidden. That is why, when starting a project in the field of gender equality it is very important to spend enough time at the initial stage to identify or get a sense of the *real entry points* of all gender equality aspects and areas.

In case of Uzbekistan this was expressed as follows:

- *lack of clear perception of the full gender equality agenda.* The first impression was that the audience and participants are not ready to perceive the topic in the right context, but as another form of traditional discussions in the "women need protection" format. According to some experts, it was not possible to fully convey the idea of *gender equality to all participants*. So, for any future ILO project related to gender policy/issues we need to *constantly repeat simple things*, but at a new level. This will ensure that the issue remains on the *permanent public policy agenda*. Otherwise, this topic will not be sustainable, and resources might be used ineffectively;
- *lack of readiness to discuss all topics* from the international gender equality agenda. This is most likely the overall characteristic of the region due to a similar mentality and a common Soviet past, where some topics (such as LGBT) were closed for discussion or lack the relevant data (such as gender wage gap). Therefore, the degree to which it is permissible to discuss various topics of gender equality must be carefully assessed before planning and implementing similar projects in other countries in the region.

**The quality of communication tools.** Within the project it was perceived that there was no need for a strong communication strategy due to the: i) innovative nature of the topics and ii) short duration of project. As a result: i) there was no social videos that are directed against gender stereotypes/care economy that are present in the media and ii) the project's objectives were poorly promoted through social networks. This is because of the fact that all social media accounts of ILO are managed by Moscow Communication Specialist based in Moscow where access to social media is restricted by the Government. Besides, the Team faced problems to communicate the good things that the project has done (it delayed in terms of communicational channels).

The communication was carried out through ILO tools and approaches (such as strong methodological and analytical approaches, tripartite approach) that have been developed over decades in the practice of many countries and fully allow the implementation of the gender equality agenda in any country. The question is whether the institutional infrastructure of a particular country *is ready to “pass” these tools through itself* and master them fully not only at the level of public policy measures (macro level), but also at the level of industries and regions (meso level) and at the level of employers/enterprises/social partners and constituents (micro level). The analysis shows that *the infrastructure of tripartite organizations* at the meso and micro levels is weak in Uzbekistan *limiting effectiveness of any communication strategies*.

## 8. Recommendations.

### Evaluation recommendations for the ILO.

1. The ILO should continue projects in Uzbekistan in the area of care economy and gender equality to avoid loss in contributions already made within this pilot project, and also keeping in mind the period of validity of the *Strategy for Achieving Gender Equality and Global Acceleration on Jobs and Social Protection for Just Transitions* until 2030. Also, the President of Uzbekistan has approved the ratification of ILO Convention on Workers with Family Responsibilities (No.156) in June 2024, which is one of the main Conventions relevant to the ILO's global care economy agenda. Given such positive and significant associated factors, it is now very important for ILO *not to miss the “window of opportunity”* until 2030 to make this agenda sustainable beyond 2030. Therefore, it is very important:

- To try to make the most of the time until 2030 while these strategies are in effect. It is very important to ensure that as many international standards and ILO conventions in these areas as possible *are ratified and “included in the body” of the relevant national legislation*;
- to design new ILO projects not in the format of ensuring rights (moral values), but also with “adding” the *mechanisms of incentives for employers* (economic/finance values) to introduce gender equality measures into business practice;
- to design new ILO projects in a *cross-cutting format* (in this sense, the combination of the Care Economy topic and gender equality topic is a successful case);
- to develop any future ILO projects lasting *at least 3 years*. The challenge is that time is needed to prepare such projects properly. So, some intermediate ILO initiatives or joint projects might be used as an option not to lose the ILO advantage, while large projects are being prepared.

2. **Strengthening ILO communication strategy to improve the quality of the national social dialogue.** The communication component *must be thought out with special care* for the new ILO projects. The care economy and gender equality areas are very broad. In fact, many players are involved to these areas indirectly and covertly, but they can have a *significant influence* on decision-making at various levels. It is very important to develop formats for the ILO communication strategy and implement it properly, so that would be equally applicable for any players involved.

Also, a certain level of decentralization is needed in terms of implementation of communication strategy by ILO projects at place. If every single action in communication is managed centrally where there are certain serious limitations in terms of capability of using social media, then delays and limitations in reaching out a wider audience are inevitable.

3. **Ensuring a comprehensive approach between strategy/tactic and thematics in implementation of ILO projects in area of care economy.** Care economy is a very complex interdisciplinary topic, because it is part of many other related topics, such as decent job, labour market, informal employment, social sectors, social protection, wages reform, etc. Therefore, when designing further ILO projects in the area of care economy, it is important to pay special attention to the issue of ensuring a strong logical *sequence* of activities / actions, as well as *synergy and coordination* with other ILO projects in Uzbekistan.

4. **Deepening the gender pay gap analysis (GPG) focusing on the private sector to promote fair and gender equal wages.** The report that was prepared within the project indicated that there are a number of issues

that can be addressed over several years. However, it was not possible to complete a full cycle of analysis due to the lack of the relevant microdata. Analysis needs to be completed by conducting a national survey of employers supported by the Confederation of Employers of Uzbekistan (CEU). In this regard, *CEU Communiqué* might be the basis for further ILO projects aimed at *strengthening the role of employers* to achieve gender balance in business. The Communiqué was announced and contains recognition of the unity of efforts of the country employers' community on five (5) obligations:

- Promoting initiatives to eliminate gaps in national legislation in the area of gender rights.
- Calling the business community to fight against all forms of violence in labour area by developing own gender concepts/prescriptions and participating in social projects to ensure gender equality.
- Joining efforts to develop preventive measures against gender discrimination.
- Ensuring openness of employers in conducting gender audit (access to data on working conditions for public organizations, social dialogue partners and international experts).
- Recognizing employer's responsibility to respect all rights in the area of gender equality in own company.

5. [Developing mechanism for holding employer's responsibility in cases of gender violations](#) to protect not only workers, but also employers themselves in case of gender-based conflicts. A good option would be a project aimed at:

- *analysis of women's working conditions, especially in industries where many women are working* (agriculture, social sphere - education, medicine, social protection). A comparative analysis with international standards is very important here;
- *creating mechanism to record all types of gender discrimination and harassment in the workplace* (criteria, methodology, methods, etc.) by labour inspectorates. Currently, they are not able to state such cases in the workplace, since there are no detailed criteria. The legislation contains only general terminology, while the labour and gender discrimination are a very broad concept.

#### [Evaluation recommendations for the beneficiaries.](#)

1. [Strengthening infrastructure of tripartite organizations at primary level \(meso- and micro-\)](#) so that any projects can: i) effectively achieve their objectives; ii) ensure the sustainability of the implementation of gender equality/care economy goals at all levels of decision-making and budgeting, regardless of the volatility of national/sectoral/regional development challenges; iii) improve the quality of social dialogue.

Having an effective tripartite infrastructure is particularly important for ensuring *gender equality in the private sector, where employers dominate trade unions* due to the labour-intensive nature of Uzbekistan's economy. In public sector (government dominates employers) the gender equality agenda is moving faster. This is a feature of the region since in developed countries, on the contrary, the gender equality agenda is moving faster in those segments of the economy where the presence of the state is minimal.

Another argument is the *absence of a channel for reporting claims in the area of labour relations and discrimination in the national legislative space*. Diversified infrastructure of tripartite organizations at the meso- and micro- levels can generate violations and promptly bring them to the central level in order to avoid the emergence of social risks. Based on this vision, the international seminar on ILO Convention No. 190 that was held in Bukhara on April 16-17, 2024 for trade unions in education sector and the training

on prevention of violence and harassment through workplace solutions provided to CEU and its member companies in May 2024 could be considered as an entry point to facilitate tripartite dialogue.

**2. Replicating the training on gender audit based on international standards.** Currently, only 10 experts in the country can facilitate a gender audit in accordance with international standards (as being globally accredited PGA auditors) – this is a very small number for the scale of the Uzbekistan economy. In case this training is replicated, an international gender audit will be established on a large scale and could become the most *significant follow-up effect of the project*.

Along with this, it is possible to develop a manual for conducting a gender audit at the primary level to provide the opportunity to the local professionals to conduct gender audit based on the so-called cascade method using software modules.

It is also proposed to include employers in the gender audit team *as an observer*, since the employer must be interested in gender equality and decent working conditions in order to avoid punishment for various forms of violations/discriminations.

**3. Intensifying efforts on drafting documents and conducting consultations towards the ratification of ILO Convention No. 190 and other related ILO conventions.** To be prepared for such activity, to proceed, at least, with projects/analysis in areas such as:

- care working conditions;
- care services mapping;
- social/care services provided by private sector;
- increase awareness of gender equity/care economy agenda at employers' organizations;
- promoting working life balance;
- promoting family-friendly business practices (care economy);
- integrating women with disabilities into labour market (projects proposals for mono centers);
- support women's entrepreneurship focusing on social and care support.

**4. Strengthening coordination of policies affecting the care economy.** Currently, activities in this area are not coordinated. In particular, the Ministry of Employment and Poverty Reduction believes that “everyone should work,” while the National Agency for Social Protection emphasizes expanding the number of social workers and their capacity to provide social services. It is expected that it will facilitate the gradual formalization of the informal segment of the care economy. However, there are not enough social workers and they are not trained in modern social service delivery practices. *Providing unqualified social services can lead to negative social and health risks* (including deaths), especially for persons with disabilities. *Projects in the field of education and retraining of social workers (especially in terms of social services for the persons with disabilities) are of particular importance to avoid providing unlicensed social services.* Such projects will help avoid misunderstanding regarding the process of transformation of the social service delivery model, which is currently proposed to be solved by simply allowing the emergence of private companies to provide social services to the population.

## 9. Lesson learned.

1. It is very important to understand which ones of the national players are leading in promoting the process of ratification of ILO Convention No. 190 and overall gender equality agenda in each country in the region. The *leading player in Uzbekistan is the state* (due to the high presence of the state in the economy) which is ready to bear the costs associated with the implementation of ILO Convention No. 190 (planned to be ratified in 2025).

2. Lack of readiness to discuss all topics from the international gender equality agenda due to the mentality of the society in Uzbekistan and other countries of the subregion. For any future ILO project

related to gender policy there is a need to constantly repeat simple things, but at a new level (because gender policy has been a new and unexplored topic). This will ensure that the issue remains on the *permanent public policy agenda*. Otherwise, this direction will not be sustainable.

3. It is necessary to be careful about realistic timeframes and deadlines for the analytical products, examinations, etc. Firstly, the project events duration might be very time intensive (like a training and certification program on gender audit). Secondly, activities of any project related to care economy and gender equality (integrating women into different economy's sectors including shadow sectors with high women participation as a factor of GDP growth) need to be planned with taking into account the Country Global Acceleration Roadmap schedule (has a very cross-sectional nature). Also, *getting the data* is a very challenging issue limiting all deadlines.

4. Projects in areas of gender equality and care economy have a significant delayed effect due to the very complex and long process of changing the mentality aspects of the society. Therefore, in order to develop effective mechanisms for ensuring the sustainability of this agenda it is important to make an *additional impact evaluation* of such projects after a year or even two years after the end of the project.

By this the internal evaluation was completed.<sup>19</sup>

#### **ANNEX 1. The relevant ILO evaluation guiding materials and templates.**

- ILO policy guidelines for results-based evaluation Principles, rationale, planning and managing for evaluations. 4th edition, 2020:  
[https://www.ilo.org/wcmstp5/groups/public/---ed\\_mas/---eval/documents/publication/wcms\\_571339.pdf](https://www.ilo.org/wcmstp5/groups/public/---ed_mas/---eval/documents/publication/wcms_571339.pdf)
- Guidance Note 2.2: Self and Internal Evaluations, June 2020, v.3):  
[https://webapps.ilo.org/wcmstp5/groups/public/---ed\\_mas/---eval/documents/publication/wcms\\_746710.pdf](https://webapps.ilo.org/wcmstp5/groups/public/---ed_mas/---eval/documents/publication/wcms_746710.pdf)
- Code of conduct form (To be signed by the Evaluation Consultants)  
<http://www.ilo.org/legacy/english/edmas/eval/template-code-of-conduct.doc>
- Checklist No. 3 Writing the inception report  
[http://www.ilo.org/eval/Evaluationguidance/WCMS\\_165972/lang-en/index.htm](http://www.ilo.org/eval/Evaluationguidance/WCMS_165972/lang-en/index.htm)
- Guidance Note on Integrating gender equality in monitoring and evaluation of projects, and UNEG documents: [https://www.ilo.org/wcmstp5/groups/public/--ed\\_mas/---eval/documents/publication/wcms\\_165986.pdf](https://www.ilo.org/wcmstp5/groups/public/--ed_mas/---eval/documents/publication/wcms_165986.pdf)
- Guidance note 7 Stakeholders participation in the ILO evaluation:  
[http://www.ilo.org/eval/Evaluationguidance/WCMS\\_165986/lang-en/index.htm](http://www.ilo.org/eval/Evaluationguidance/WCMS_165986/lang-en/index.htm)
- Guidance Note on Evaluation lessons learned and emerging good practices:  
[https://www.ilo.org/wcmstp5/groups/public/---ed\\_mas/--eval/documents/publication/wcms\\_165981.pdf](https://www.ilo.org/wcmstp5/groups/public/---ed_mas/--eval/documents/publication/wcms_165981.pdf)
- Template: Emerging Good Practice (submitted by Evaluation consultant):  
<http://www.ilo.org/legacy/english/edmas/eval/template-goodpractice.doc>
- Template for the title page of the evaluation report:  
<http://www.ilo.org/legacy/english/edmas/eval/template-titlepage-en.doc>
- Template for evaluation summary:  
<http://www.ilo.org/legacy/english/edmas/eval/template-summary-en.doc>

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<sup>19</sup> Terms of Reference for the internal evaluator is provided in Annex 4.

- Lessons Learned (submitted by Evaluation consultant):  
<http://www.ilo.org/legacy/english/edmas/eval/template-lesson-learned.doc>
- SDG related reference material at:  
<http://www.ilo.ch/eval/eval-andsdgs/lang--en/index.htm>
- Guidance Note 3.2 on Integrating social dialogue and ILS in monitoring and evaluation of projects:  
[https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed\\_mas/@eval/documents/publication/wcms\\_721381.pdf](https://www.ilo.org/sites/default/files/wcmsp5/groups/public/@ed_mas/@eval/documents/publication/wcms_721381.pdf)
- ILO Library guides on gender:  
<https://libguides.ilo.org/gender-equality-en>

## ANNEX 2. The list of interview participants.

	Interviewee's name	Position	Interview's time starting	Interview modality
<b>ILO staff</b>				
1	Ms. Ozge Berber Agtas	Gender Equality and Non-Discrimination Specialist <i>ILO Decent Work Technical Support Team and Country Office for Eastern Europe and Central Asia</i>	May 24, 2024 (1 PM, Moscow time)	online
2	Mr. Azizkhon Khankhodjaev	National coordinator, <i>ILO office in Uzbekistan</i>	May 10, 2024 (11-30, Tashkent time)	in person
3	Mr. Gocha Aleksandria	Senior Specialist, Workers' Activities <i>ILO Decent Work Technical Support Team and Country Offices for Eastern Europe and Central Asia</i>	May 21, 2024 (11-00, Geneva time)	online
4	Mr. Vladimir Curovic	Senior Specialist, Employers' Activities <i>ILO Decent Work Technical Support Team and Country Offices for Eastern Europe and Central Asia</i>	May 20, 2024 (3 PM, Moscow time)	online
5	Ms. Anastasia Dubova	Project Technical Officer <i>ILO Decent Work Technical Support Team and Country Offices for Eastern Europe and Central Asia</i>	May 8, 2024 (10-30, Moscow time)	online

6	Ms. Elena Kokoeva	Senior Programme Officer <i>ILO Decent Work Technical Support Team and Country Offices for Eastern Europe and Central Asia</i>	May 22, 2024 (11-00, Moscow time)	online
<b>Tripartite constituents and Partners</b>				
1	Ms. Adiba Nurutdinova	The Ministry of Labour and Poverty Reduction of Uzbekistan	May 10, 2024 (4 PM, Tashkent time)	in person
2	Ms. Nodira Gaibnazarova,	Federation of Trade Unions of Uzbekistan	May 28, 2024 (6 PM, Tashkent time)	online
3	Ms. Eka Margishvili	Deputy Head, Confederation of Employers of Uzbekistan	May 18, 2024 (1 PM, Tashkent time)	online
4	Mr. Ismoil Ozodbekov	Head of Internatanional Relations Unit, Confederation of Employers of Uzbekistan		

The total number of interview participants – 10.

### ANNEX 3. The list of project events/activities and number of participants covered.

	Date	Title	Place	F	M	Total
<b>2023</b>						
1	23 May	Pathways to gender equality and decent work in Uzbekistan (high level conference)	Tashkent	60	50	110
	May	The meeting of the Republican Tripartite Commission on Social and Labour Issues (May 2023) on gender diagnostic of informality.				
2	11 September - 6 October	E-learning programme on care work and the care economy (20 hours through 4 weeks course)	online	4	2	6
3	29 September	Participatory Gender audit concept presentation	Tashkent	6	14	20
4	6-7 November	Promotion of gender responsive and inclusive labour market through public employment services in Uzbekistan (training)	Tashkent	7	10	17
6	28 March	Tripartite dialogue on the Legal Analysis of C190	Tashkent			
<b>2024</b>						
		Policy report “The Gender Pay Gap in Uzbekistan: Recent Trends and Policy Implications”				

01 February	Round Table on the main findings of the Policy report “The Gender Pay Gap in Uzbekistan: Recent Trends and Policy Implications”	Tashkent	na	na	na
16-17 April	Role of the Trade Unions in Combating Violence and Harassment at Workplace	Bukhara	12	26	38
26 February - 1 March	ILO Participatory Gender Audit. Certification course (face to face stage and online in January-February)	Tashkent and online	5	5	10
15 May	Transforming business practices through gender equality and responsible business conduct (high level conference)	Tashkent	40	53	93
15-16 May	Training for employers on preventing violence and harassment through workplace solutions	Tashkent	na	na	na
<b>Total coverage:</b>		-	<b>167</b>	<b>171</b>	<b>338</b>

#### ANNEX 4. Terms of Reference for the internal evaluator.

### ILO DWT/CO-Moscow

#### Terms of Reference

#### Final Internal Evaluation of RBSA-funded outcome:

#### UZB 903

<b>RBSA proposal title</b>	Supporting development of gender responsive policies and programmes on care economy and decent work for care workers in Uzbekistan
<b>CPO Code</b>	UZB903
<b>CPO Title</b>	Increased capacity of constituents to develop a gender-responsive national employment policies and labour market services, particularly for youth
<b>Lead unit</b>	DWT/CO-Moscow
<b>P&amp;B Outputs</b>	Output 6.1. Increased capacity of Member States to promote investments in the care economy and a more balanced sharing of family responsibilities
<b>Contribution to SDGs</b>	SDG 5 / 5.4: Recognize and value unpaid care and domestic work through the provision of public services, infrastructure and social protection policies and the promotion of shared responsibility within the household



	and the family as nationally appropriate SDG 8 / 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
<b>Contribution to gender equality and non-discrimination</b>	Marker 3
<b>RBSA budget</b>	550,000 USD
<b>RBSA duration</b>	15 months (including 3 months of inception period)
<b>Start and End dates</b>	1 March 2023-31 May 2024

## ***1. Introduction***

This is a final internal evaluation of RBSA-funded project undertaken in the framework of the regional RBSA M&E plan for Europe 2024-2025.

### ***Intervention background and description***

#### ***UZBEKISTAN Context***

Uzbekistan has initiated significant reforms proving the commitment of the Government to decent work agenda and taken critical steps to improve livelihoods and working conditions of women in the world of work. National laws adopted in recent years address the commitment of the Government in developing gender responsive enabling environment for women, improving livelihood of women, and promoting gender equality and non-discrimination in the world of work. One of the critical issues of those regulations is to extend the protection of women workers with decent working conditions, better work-life balance in the labour market and extended social protection to workers in all types of employment, including domestic workers. The Strategy for Achieving Gender Equality (2021-2030) is also another critical national wide multi-sectoral policy document adopted by the Senate of the Oliy Majlis of Uzbekistan (No. PS-297-IV) aimed at ensuring gender equality in all spheres of life. Uzbekistan relatively recently ratified ILO Convention No. 87 on Freedom of Association and the issues with its effective implementation and compliance remains high on the ILO and its national Constituents' agenda. Given to this and other reasons, representation level and organization in trade unions of care economy workers remain low.

Furthermore, the National Strategy for Social Protection adopted by the Presidential Decree on 25 July 2022 sets development of social services on local (mahalla) level to provide integrated (cash and care) support to families and individuals living in difficult life situation. For this purpose, the Ministry of Mahalla and Family Support have set up a network of women activists and paraprofessional social workers. However, the employment conditions of those social workers require further detailing in terms of capacity building, working conditions and full integration with other social and employment service providers.

Despite the positive steps taken by the Government on labour rights and gender equality in the last few years, inequalities and gender gaps remain in economic and social life. As addressed by ILO, the economy fails to generate sufficient jobs for women with decent working conditions, adversely impacting on the level of women's employment. Gender segregation in occupations remains high where women workers are mostly concentrated in education, health care and social services and prevalence of women in informal economy continues to be high. Occupational segregation is one of the core drivers of Uzbekistan's gender wage gap, where pay among working women is about 39% less than men's pay on average, according to government statistics.<sup>3</sup> On the other hand, due to lack of accessible and affordable social care services, unequal division of labour within the household and deep-rooted stereotypes on women's employment, women are the main source of paid domestic work and unpaid work in the household. Against this background, the proposed project will address the current gap in provision of affordable and quality care services such as childcare, care for family members with disabilities, health and education services and decent work deficits in the labour market with a specific focus on extension of labour and social protection to informal care workers and adequacy of legal provisions and their application to provide for decent work.

ILO works closely with the tripartite constituents in designing overall direction towards achieving decent work agenda through DWCP (2021-2025) with the following priorities: 1) Improving the regulatory framework governing labour relations; 2) Enhancing decent work and better employment opportunities for youth, women and groups in vulnerable situations, generated by inclusive and equitable economic growth; 3) Extending the access of the most vulnerable groups to equitable, inclusive and quality education and social protection; 4) Strengthening social dialogue and institutional capacities of the social partners. The Roadmap of the DWCP (2021-25) developed by the tripartite constituents for the implementation of the DWCP envisages clear direction on the commitment of the Government in ratification of ILO Conventions including C102, C183 and C190, promotion of gender equality in the labour market, protecting rights of workers in the informal economy and building the capacity of the constituents

for inclusive, equal and decent employment opportunities and working conditions for women.

The DWCP is also interlinked with the UNSDCF (2021-25), specifically contributing to Outcomes 1, 3 and 4, and is aligned with the ILO P&B (2022-23) (Policy Outcomes 1, 2, 3, 6, 7 and 8). The project will particularly contribute to SDG 5 and 8 in terms of recognizing unpaid and domestic work and protecting labour rights.

The project and its interventions will be complementary to and aligned with the ongoing RBSA projects (UZB/21/01/RBS; UZB/22/01/RBS; UZB/22/02/RBS) through which the ILO provides technical assistance to the Constituents in building capacity on development of policies on ensuring work-life balance, promoting universal access to social protection schemes, promoting maternity protection and protection in case of unemployment, supporting the transition to formalization and protecting labour rights of workers in informal employment.

### ***Strategic focus.***

#### ***Key areas of focus and major activities of the RBSA intervention.***

The economic and social crises stemming from COVID-19 pandemic have clearly revealed the weaknesses of care systems, vulnerability of women with family responsibilities and poor working conditions of care workers. It intensified the amount of unpaid care and domestic work performed by women. Unpaid care work is a central factor that underlies women's economic empowerment. Making progress in empowering women will depend, to a significant extent, on the progress made in reducing and redistributing unpaid care work, including through investments in care service provision that create more and better jobs for care workers. Given The COVID-19 crises which deepened already existing inequalities based on the gendered division of labour have proven the urgent need in investing in quality, affordable and accessible care policies and social care services that **recognize, reduce and redistribute** women's unpaid care and domestic work, and represent and reward paid health and care workers. Investing in care economy is not only needed for enhancing wellbeing of individuals but, as importantly, is an indispensable requirement for increasing women's labour force participation, generating new decent jobs and providing better income opportunities for women. Indeed, investments in the care economy will result in a total of 475 million jobs by 2030 according to global estimations.

The overall objective of the interventions is to strengthen the capacity of the constituents for developing policy frameworks and programmes on investing in care economy and improving rights, representation and protection of workers in care economy. The project includes a variety of actions addressing the ILO's 5R Framework for Decent Care Work to recognize, reduce and redistribute women's unpaid care and domestic work, and represent and reward paid care workers. This includes cost analysis, legal assessment, diagnosis of decent work deficits, capacity building, policy advice and expert support to the constituents and awareness raising to enhance their technical capacity to develop new policies or revise existing ones.

Considering the CEACR Direct Request on Discrimination (Employment and Occupation) Convention, 1958 (No. 111) adopted 2021 and published at 110th ILC session (2022) on reconciling work and family responsibilities and given the official request of the Chairperson of the Senate/Chairperson of the Republican Commission on Enhancing the Role of Women in Society, Gender Equality and the Family to promote gender equality and women's empowerment in the world of work as a priority of ILO cooperation with Uzbekistan, the project aims to provide necessary technical assistance to the Government and social partners in improving labour and social protection of women workers and representation of their interests with a special focus on ensuring a strong regulatory environment for domestic and care workers, investing in the care economy, organizing care economy workers and promoting family-friendly policies.

#### ***Target group, collaborating partners and institutions.***

The Project is implemented at national level however, interventions at the mahalla (local) level might also be considered depending on the demand and need of the constituents. The main target groups include the Ministry of Employment and Labour Relations, Ministry of Economic Development and Finance, Ministry of Mahalla and Family, Federation of Trade Unions of Uzbekistan (FTUU), the Confederation of Employers of Uzbekistan (CEU) and the Republican Tripartite Commission on Social and Labour Issues.

Other relevant partners including the Women's Committee, the Business Women's Association, academia, research centers and civil society organizations are among the key partners to be collaborated.

Furthermore, partnership and collaboration with UN RCO, UN Agencies including UN Women, UNDP and UNICEF will be promoted and constructive dialogue will be sought with IFIs including WB, ADB, EBRD and IFC considering country strategies of relevant IFIs on care economy.

#### ***Expected results.***

##### ***The major results and measures of achievement***

The proposed project is focused on achieving results under two key outcomes:

- Technical capacities of the constituents to promote policies and investments in care services for a more balanced sharing of family responsibilities strengthened.
- National tripartite capacities to improve representation, labour rights, social protection and working conditions of workers in care economy enhanced.

##### ***Measures of achievement:***

Adjustment of ILO policy tool on cost estimation of care economy into country case, policy development on social care services, tripartite dialogue on 5R Framework for Decent Work and rights and protection of care workers; cost estimation and economic return of care economy piloted, policy dialogue with IFIs on investing care economy, policy recommendation on increasing institutional capacity on gender equality and family friendly policies, campaign for protecting and promoting labour rights and interests of care workers (paid and unpaid), promotion of ratification of relevant ILO Conventions and alignment of national legislation with relevant international standards.

##### ***The P&B output indicators against which the results of the intervention will be reported.***

***Indicator 6.1.1.*** Number of Member States with gender-responsive macro-economic policies or strategies to finance the expansion of care-related infrastructure, social protection or public care services that support the creation of decent employment.

The results will match the measurement criteria b. under Indicator 6.1.1. of "Takes measures to support investments in the care economy on the basis of an assessment of the fiscal space or of the potential employment / economic returns of public investments in care services".

##### ***Reportable decent work results to be achieved:***

- Technical capacity of the constituents and the Republican Tripartite Commission on transformative care policies and 5R Framework for Decent Work increased
  - A dialogue established between the Government, social partners and IFIs on investing in care economy and gender equality.
  - Technical capacities of the Government increased on cost estimation and economic returns of care economy strengthened.
  - Policy recommendations developed and validated by the constituents on strengthening exiting social care services based on tripartite discussion.
  - The Government adopted a policy document on financing the expansion of social care services with a particular focus on creation of decent jobs for women in care economy.

***Indicator 6.1.2.*** Number of Member States with policies to improve labour rights and working conditions in one or more care sectors.

The results will match the measurement criteria of "Change occurs when the government or the social partners adopt or operationalize gender-responsive policies addressing decent work deficits in a specific sector of the care economy (education, health and social work, domestic workers), with the purpose of improving labour rights and working conditions, including measures in response to the COVID-19 crisis.

Reportable decent work results to be achieved:

- Technical capacities of workers' and employers' organizations at national level increased to engage in dialogue on the design and implementation of transformative care policies and protection of rights of care workers.
- Ratification of relevant ILO Conventions (including C102, C149, C183 and C189) promoted and a regulatory framework for the employment of care workers, including domestic workers strengthened.
- A model contract for domestic workers through tripartite consultation, and consultation with domestic workers' organizations, developed.
- Decent work rights, representation, social dialogue, and collective bargaining for care workers promoted in collaboration with workers' organizations.
- Knowledge-based increased on different models of care services including community-based care services and early childhood care and education.
- Policy recommendations developed to increase organizational learning at the institutional level on gender equality.

## **II. Evaluation background, purpose, clients.**

The evaluation is conducted in the framework of the regional RBSA Monitoring and Evaluation (M&E) plan for 2024-2025 and in accordance with the ILO Procedures for the use of the Regular Budget Supplementary Account (RBSA) stipulating that RBSA-funded outcomes are being subject to evaluation in order to examine the results achieved with RBSA resources and their contribution to broader ILO programming and country cooperation frameworks, including DWCPs.

The purpose of this evaluation is to:

- Review the work done so far and assess the progress achieved in the key focus areas of the projects;
- Assess the achievement of expected results against the defined measurement criteria;
- Assess if/how sustainability has been addressed in implementation;
- Inform the next steps, and improve further programming in the areas addressed by the project

These insights will be used for further planning of activities with the ILO, as well as other countries facing similar issues in the region.

The main clients of this analysis will be ILO management, technical specialists, staff and tripartite constituents in Uzbekistan.

## **III. Scope of the assessment.**

The scope of the assessment will be the action to achieve the country programme outcome UZB903 for the whole duration of the project. Interviews research will be conducted with key actors such as ILO constituents' organizations, relevant government institutions and UN family partners as appropriate.

## **IV. Criteria and questions.**

The assessment will apply the key OECD/DAC criteria of relevance, effectiveness, efficiency, sustainability and will provide recommendations in the definition of the key actions to be undertaken. Impact potential will be assessed to the extent possible given the limited scope of the interventions.

The assessment will seek answers to the following questions:

### *Relevance*

1. To what extent are the projects objectives and approach relevant to the constituents' needs, national development objectives and present country context? Have the activities been aligned with the needs of constituents?
2. Do the project objectives reflect national development priorities? Are they consistent with the country cooperation frameworks, i.e. UN SDCF (Strategic Development Cooperation Framework)?

### *Effectiveness*

1. What have been the major results and lessons learned during the project implementation?
2. What has been the progress made in the achievement of the project results?
3. Have there been any changes in the constituents' capacities in the main practice and policy areas tackled by the project?
4. What are the main constraints experienced by the project, e.g., in terms of methodology, implementation and context?

### *Efficiency*

5. Have resources available (time, funds, partnerships, knowledge, expertise, tools) been used efficiently?
6. Are there any ways to enhance the efficiency (e.g., attain the same results with less resources)?

### *Sustainability and impact potential*

7. Are the results achieved likely to continue after the end of the intervention?
8. Are they likely to produce longer-term effects and benefits to the target groups?
9. Is it likely that the key actors (i.e., workers' organizations, government) will be able to adequately use knowledge and skills built during the project implementation to achieve expected outcomes (of policies) to ensure further progress in the areas tackled by the project?

### *Recommendations and next steps*

10. What are the next steps to be undertaken? What is the best way to proceed? What would be the main issues to tackle?
11. Which actors and in which way should be engaged?
12. What action might be needed to booster the longer-term effects and to come to further policy measures generating a positive change?

The list of questions can be adjusted by the consultant prior to field research in coordination with the ILO representatives. Based on the analysis of the findings this assessment will aim at providing practical recommendations on the immediate next steps and technical assistance needs that could be incorporated into the design of future initiatives.

## **V. Methodology.**

The methodology should include multiple methods, both qualitative and quantitative. The evaluation consultant will review the available literature and materials. Then the consultant will set an action plan to carry out interviews and develop an interview questionnaire, in consultations with the ILO.

It will be followed by on-distance interviews with the DWT/CO Moscow staff (i.e., Specialist on Gender Equality and Non-Discrimination, Senior Specialist in Workers' Activities, Senior Specialist in Employers' Activities, Programme Officer), in-country research (face-to-face or on distance depending on the circumstances), including interviews with the ILO National Coordinator in Uzbekistan and tripartite constituents, i.e., the government, trade unions and employers' organization, other relevant national institutions and development cooperation partners as appropriate (e.g. UN Women).

Stakeholders' survey questionnaire might be also applied if relevant and appropriate. Upon completion of the interviews, a presentation of preliminary findings might be organized.

The evaluator will outline the limitations of the evaluation and chosen methods.

Gender equality will be addressed as a cross-cutting consideration throughout the methodology and deliverables. To the extent possible data collection and analysis will be disaggregated by gender.

## **VI. Main deliverables/outputs.**

The consultant will prepare an interview questionnaire adapted to various groups of stakeholders in conformity with the TOR and prior to field research phase.

The consultant will provide a draft report in English (approximately 15-20 pages in length, without annexes). The report will follow the format recommended by the ILO Evaluation Office<sup>20</sup> and include:

- ✓ Executive Summary with key findings, conclusions and recommendations
- ✓ project background
- ✓ evaluation background
- ✓ evaluation questions
- ✓ evaluation methodology
- ✓ findings
- ✓ conclusions and recommendations
- ✓ lessons learnt and good practices
- ✓ annexes, including the TOR, a list of those consulted, interview guide, list of generic interview questions, and other documents

The draft report will be circulated by the evaluation manager and shared for comments with the stakeholders. Further to receipt of combined comments from the evaluation manager, the evaluator will prepare a final report that will be subject to approval by the ILO Regional Office for Europe.

Essential parts of the report might be translated for the constituents' use (to be arranged by the ILO).

**VII. Management arrangements and professional requirements.**

The assignment will be conducted by an external consultant who will report to the evaluation manager appointed by the ILO. The assignment will require approximately 24 working days (non-consecutive), between first decade of April – end of May 2024. The ILO will cover the consultancy fees and translation of the report.

**Timelines:**

The tentative timelines can be found below (to be adjusted):

<b>TASK</b>	<b>TIME</b>	<b># DAYS</b>
Desk review	April	5
Orientation meeting (on distance)	April	1
Meetings/interviews	April-May	5
Data analysis and draft report	May	7
Circulation of the draft report for comments (by the evaluation manager)	after receipt of the draft report	(Ten days)
Final report	May	6
<b>Total</b>		<b>24</b>

The work is to be completed between 15 April – 30 May 2024.

**Requirements:**

- university degree in social sciences or economics;
- understanding of the ILO's tripartite foundations and standards;
- expertise in the issues of social dialogue, transition from informal to formal employment, role of workers' organizations in employment policies development;
- knowledge of the countries' context and the region;
- knowledge of assessment methods, qualitative and quantitative research skills;
- excellent analytical skills;
- fluency in English;

<sup>20</sup> Please refer to the ILO Evaluation Office Checklist #5 Preparing Evaluation Reports at [http://www.ilo.org/eval/Evaluationguidance/WCMS\\_165967/lang--en/index.htm](http://www.ilo.org/eval/Evaluationguidance/WCMS_165967/lang--en/index.htm)

- knowledge of Russian;
- knowledge of local languages an advantage.

#### **VIII. Norms and standards.**

The assessment will be carried out in adherence with the ILO evaluation policy guidelines, UN Evaluation Group (UNEG) Norms and Standards and OECD/DAC criteria for evaluating development assistance. The evaluator will abide by the ILO EVAL's Code of Conduct for carrying out the evaluations.<sup>21</sup>

Ethical considerations will be taken into account in the process. As requested by the UNEG Norms and Standards, the consultant will be sensitive to beliefs, manners and customs, act with integrity and honesty in the relationships with all stakeholders.

The gender dimension should be considered as a cross-cutting concern throughout the methodology, deliverables and final report of the evaluation. In terms of this assessment, this implies involving both men and women in the consultation, analysis. Moreover, the consultant should review data and information that is disaggregated by gender (if available) and assess the relevance and effectiveness of gender-related strategies and outcomes to improve lives of women and men. All this information should be accurately included in the report.

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<sup>21</sup> Source: <http://www.ilo.org/legacy/english/edmas/eval/template-code-of-conduct.doc>