Executive Summary

Achievements: In response to the concluding observations to Tajikistan’s report to the Committee on the Rights of the Child in 2010, UNICEF supported the establishment of a Child Rights Department within the Ombudsman’s Office in 2012. The Department has already initiated important work, looking at child rights in closed institutions.

UNICEF has been demonstrating the model of Psychological-Medical Pedagogical Consultation Centres (PMPCs), which play an essential role in identifying disability in children, referring them to critical services and providing short-term rehabilitation. As a result of UNICEF advocacy, the Ministry of Health issued a decree on the scaling up of PMPCs and their funding from local budgets, enhancing the sustainability of this model.

UNICEF continued its advocacy on early childhood education (ECE) and its importance is now well recognized in Tajikistan. Government is increasingly committed to ensure expanded access to preschool education. The National Strategy for Education Development (NSED) and its action plan outline clear strategies to promote ECE. The draft law on Preschool Education and Care recognizes low cost alternatives to state kindergartens.

UNICEF directly supported the establishment of an additional 30 early learning centres.

Shortfalls: UNICEF’s WASH in Schools programme under-performed in 2012. A new model of latrine was developed, given that the pour-flush latrine previously promoted was found to be unsuitable for many schools without a reliable water source. Efforts were also made to reduce the unit cost of school toilets and increase the likelihood of their maintenance, by seeking involvement of local communities and PTAs, but little progress was made. The high unit cost and operation and maintenance challenges of latrines need attention in the ongoing Mid-Term Review.

The armed confrontations in Khorog in July 2012 revealed a pressing need to build the capacity to provide psycho-social support to children after natural or man-made disasters. While UNICEF Tajikistan had plans to initiate this capacity building effort in 2012, access restrictions to Khorog prevented timely, appropriate support. Building sustainable local capacity for psychosocial support that can be mobilized at short notice is a priority for 2013.

One of UNICEF’s nutrition programming components has focused on providing supplies, mainly in an emergency assistance modality. Monitoring of the nutrition supply component needs strengthening and a surveillance mechanism needs to be established.

Partnerships:

UNICEF and WHO forged a new partnership with the Russian Federation, mobilizing US$1 million in support for the Government of Tajikistan’s Diphtheria Campaign. This contribution was essential for a successful campaign.

UNICEF’s active participation in the Development Coordination Council (DCC) was continued in 2012. A Development Forum was held in December, during which Government and development partners reached basic agreement on joint initiatives to support implementation of Government’s new Living Standards Improvement Strategy, including initiatives central to UNICEF’s work, regarding food security and nutrition, human development, rule of law and migration.

In 2012, UNICEF established a closer partnership with Parliament. UNICEF worked with MPs on issues such as the prevention of institutionalization of children under three and the promotion of early learning through low cost, alternative early learning centres.

Country Situation as Affecting Children & Women

Youth: Nearly a quarter of Tajikistan’s population (23.5%) is between 15 and 24 years old. Tajikistan’s youth have huge potential to contribute to the country’s development. A youth mapping carried out by UNICEF in 2012 identified over 90 youth civil society organizations across the country, approximately a third of which are youth-led organizations. The enthusiasm and dynamism of young people was demonstrated, for example, in UNICEF’s Youth Study on the quality of education. However, Tajikistan’s youth live in an environment marked by widespread poverty, limited economic opportunities, services of poor quality and pervasive corruption. Voices of young people are generally not heard. For many, external labour migration is the only feasible livelihood strategy. Girls and women face even more challenges, related to early and arranged marriages, male migration and domestic violence. This challenging environment leads to psychological stress. Suicide rates amongst young people are high and rising. A study commissioned by UNICEF revealed that young people in psychological distress have very limited access to support. There is an urgent need to develop psycho-social support functions. UNICEF will give programming with and for youth a more prominent
role in the remainder of the Country Programme.

**Children with Disability** (CWD) are amongst the most vulnerable in Tajikistan. Based on global benchmarks, it is estimated that 150,000 of Tajikistan’s 3 million children may be living with a disability. However, only up to 26,000 CWD are officially registered in Tajikistan. Those not registered cannot access even the limited benefits and services that exist. The Out-of-School Children Study conducted by UNICEF in 2011/12 showed that CWD make up a substantial proportion of children who have never been enrolled, as it is estimated that only a quarter of CWD attend school. The identification and gate-keeping functions for CWD are not functioning effectively and parental awareness is low, leading to CWD missing out on services and benefits and a high institutionalization rate. Stigma plays a significant role. Fortunately, there is growing Government commitment to address the challenges faced by CWD. A 2010 update of the law on social protection of people with disabilities and a 2012 concept on inclusive education are important step towards addressing the needs of CWD. The community-based rehabilitation efforts after the 2010 polio outbreak have also put a spotlight on CWD and inspired new partnerships and models of service provision. UNICEF will make use of these opportunities in the latter half of the Country Programme.

**Nutrition:** A 2012 UNICEF/World Bank Nutrition Situation Analysis for Tajikistan assessed the health and economic consequences of poor nutrition. The report suggests that malnutrition in Tajikistan costs the economy almost US$41.0 million (1% of GDP) annually and contributes to more than 34.9 percent of under-five mortality. Iodine deficiency and stunting contribute to two-thirds of these losses and almost 80% of the losses could be prevented through cost-effective, evidence-based interventions, such as promotion of good nutritional practices, universal salt iodization, micronutrient supplementation and management of severe and acute malnutrition. In 2009, 82.6% of households consumed iodized salt with almost 62% consuming adequately iodized salt. However, independent monitoring supported by UNICEF in 2012, using a non-representative but large sample of salt, revealed that while the proportion of households using iodized salt increased to 90%, the proportion consuming adequately iodized salt declined to 31%. There is growing recognition by Government of the importance of addressing nutrition, with high level commitment to the Scaling Up Nutrition (SUN) initiative. At the Development Forum in December 2012, basic agreement was reached on a flagship initiative on food security and nutrition, in support of the implementation of Government’s new Living Standards Improvement Strategy.

**Civic space:** In 2012, Government temporarily blocked internet access to certain news and social networking sites, for technical or content-related reasons. In the run-up to Presidential elections in 2013, blocking of internet resources and media restrictions may become more common. The Ministry of Education issued a decree curtailing students’ participation in events funded by international agencies. While the implications of this decree remain unclear, it could potentially limit the ability of development partners to implement youth programmes. In the context of armed confrontations in Khorog in July, all communications with GBAO were severed for an extended period in July/August and movement of international agencies to Khorog was only fully restored in October, preventing a swift humanitarian assessment and response. One leading human rights organization was closed by Government in 2012 for administrative violations. If these events become a trend, the tightening of civic space could become a bottleneck for UNICEF programming.

**Corruption:** In a participatory youth study on education quality completed by UNICEF, young people expressed grave concern about corruption, particularly in secondary and tertiary education. The Health Sector Public Expenditure Review completed by the World Bank in 2012 points out that out-of-pocket expenditure (which includes illegitimate payments) remains high, and that financial access to health services remains an issue for the poor. In dialogue between Government and development partners, e.g. at the December 2012 Development Forum, corruption in the social sectors is discussed increasingly frankly, offering openings for collaborative action to address the issue.

**Disasters:** Tajikistan is prone to disasters caused by natural hazards as it is located in a mountainous and seismic zone. In May 2012, an earthquake measuring 5.7 on the Richter scale erupted in the Rasht valley causing significant damage to infrastructure, including schools. Widespread flooding occurred in Khatlon region in spring 2012. Severe cold and energy shortages in winter often disrupt services and affect livelihoods. Internal and external conflicts also pose a continuous threat. In 2012, fighting in Khorog (GBAO) disrupted services and livelihoods and put psychological stress on children. Tajikistan’s long border with Afghanistan exposes it to imported instability from its southern neighbour. This risk may become more acute as foreign troops leave Afghanistan over the next two years.
Country Programme Analytical Overview

A Mid-Term Review of the UNICEF-Government of Tajikistan Country Programme of Cooperation 2010-2015 is currently underway. The review will culminate in a formal MTR meeting in March 2013. This meeting will recommend a range of changes to the strategic focus of the Country Programme and to programme strategies and approaches. These changes will be presented to the UNICEF Executive Board in September 2013 and, if endorsed, will be reported in full in the 2013 Annual Report.

Humanitarian Assistance

UNICEF Tajikistan appealed for US$ 2,046,000 for humanitarian response through the HAC for 2012. At the end of 2012, a total of US$ 1,075,000 (52.5% of the requirement) was received. With these funds, UNICEF supported the Ministry of Health in conducting two rounds of supplementary immunization activities against diphtheria. Also, close to 900,000 children aged 6-59 months (99% of the age group) received vitamin A. UNICEF provided therapeutic food for the treatment of over 600 severely malnourished children. UNICEF continued support for micronutrient supplementation, reaching 30,000 children aged 6-24 months and 18,000 pregnant women. UNICEF and the Ministry of Health provided training on nutrition in emergencies to approximately 100 health managers, paediatricians and family doctors. UNICEF completed reconstruction of a school that was destroyed in the 2010 floods in Kulyab. Also, reconstruction of two schools was initiated with community participation as response to the Rasht earthquake in 2012 and one school will be rehabilitated to repair damage caused by severe winter conditions. UNICEF continues to play an active role in the Rapid Emergency Assessment and Coordination Team (REACT) mechanism in Tajikistan, chairing the WASH cluster and serving as alternating chair of the Education cluster.

Effective Advocacy

Fully met benchmarks

UNICEF Tajikistan significantly stepped up its advocacy efforts in 2012. One particular advocacy focus was on nutrition. The launch of a situation analysis on the economic and health costs of malnutrition, jointly with the World Bank, helped to place the issue of nutrition more highly on the national policy agenda. UNICEF-sponsored monitoring of national laws on salt iodization and breastfeeding revealed serious shortcomings in the implementation of these laws, thus highlighting the need for corrective action. High level officials were briefed and expressed support for the Scaling Up Nutrition (SUN) initiative. Influencing of development partners and Government in the run-up to the December Development Forum led to the formulation of a flagship initiative on food security and nutrition in support of the implementation of Government’s Living Standards Improvement Strategy.

Capacity Development

Fully met benchmarks

Capacity development continues to be a core strategy for the UNICEF Tajikistan Country Programme. A new initiative that was launched in 2012 was the capacity building of journalists on child rights and responsible reporting on children. A Child Rights Syllabus was introduced in Tajikistan and will be used to train both trainee and practicing journalists. This capacity building initiative is expected to significantly boost UNICEF’s partnership with the media to promote child rights in Tajikistan.

Major gains were made with capacity development for juvenile justice. UNICEF invested in the capacity of Master Trainers to develop training packages for police, prosecutors and judges. It is expected that the developed training materials will lay the foundation for mandatory training on juvenile justice in national training institutes. The Police Academy already introduced a course on juvenile justice for future police officers in 2012. More than 60 justice professionals from JJAP districts (judges, police officers, prosecutors and lawyers) are receiving continuous training on juvenile justice (more than 600 are trained in total). The trainings have already resulted in mind-set change among judges, who started to render decisions in favour
of non-custodial sentencing in several districts. For instance, the Khujand city court began collaboration with the JJAP, which is a sound step forward in shifting to alternative measures.

**Communication for Development**

*Mostly met benchmarks*

**Service Delivery**

*Fully met benchmarks*

**Strategic Partnerships**

*Fully met benchmarks*

UNICEF and WHO forged a new partnership with the Russian Federation, mobilizing US$1 million in support of the Government of Tajikistan’s Diphtheria Campaign. This contribution was essential for a successful campaign.

UNICEF’s active participation in the Development Coordination Council (DCC) was continued in 2012. A Development Forum was held in December, during which Government and development partners reached basic agreement on joint initiatives to support implementation of Government’s new Living Standards Improvement Strategy, including initiatives central to UNICEF’s work, regarding food security and nutrition, human development, rule of law and migration.

In 2012, UNICEF established a closer partnership with Parliament. UNICEF worked with MPs on issues such as the prevention of institutionalization of children under three and the promotion of early learning through low cost, alternative early learning centres.

The Safe and Friendly Cities initiative for Dushanbe saw a multitude of successful new partnerships, bringing together Dushanbe Municipality, NGOs, development partners, the media, religious leaders, volunteers and artists.

**Knowledge Management**

*Mostly met benchmarks*

**Human Rights Based Approach to Cooperation**

*Mostly met benchmarks*

UNICEF supported the Commission on Child Rights with organization of a session to review the Concluding Observations of the UN CRC Committee issued in 2010 and assess the status of follow-up measures to the report, together with key Ministries and a number of NGOs and international organizations.

UNICEF Tajikistan has played a critical role in ensuring the establishment of a Child Rights Department within the Ombudsman’s Office in Tajikistan. This is a direct response to concerns raised by the Committee on the Rights of the Child in its concluding observations on Tajikistan’s report in 2010 and creates a new mechanism for the monitoring of child rights. The Child Rights Department is initially operating with UNICEF Support, but the Memorandum of Understanding signed with the Ombudsman’s Office obliges Government to take over the funding of the Department in due course. The Child Rights Department is already playing an active role, taking a lead on research on the situation of children in closed institutions.

In line with its mandate, UNICEF contributed to the 2012 Session of the UN Committee Against Torture on Tajikistan by providing evidence on torture and ill-treatment of children who come into contact with the law. UNICEF also sponsored research on the treatment of children in closed institutions. In a series of one-minute
videos on juvenile justice prepared by children, torture and ill-treatment were also highlighted. Some signs of a changing mindset can be observed, with one law enforcement official charged and convicted for ill-treatment of a juvenile in 2012 - a first for Tajikistan.

UNICEF has promoted the right to participation by actively involving young people as researchers in the Youth Study on education quality, the Youth Mapping exercise and the baseline study for Safe and Friendly Cities. These initiatives have highlighted the strengths of youth participation as a programme strategy, which will be mainstreamed in the latter half of the current Country Programme.

**Gender Equality**

*Mostly met benchmarks*

**Environmental Sustainability**

*Mostly met benchmarks*

**South-South and Triangular Cooperation**

In response to renewed interest of national partners in DevInfo and in an effort to support the revival and sustainable development of TojikInfo, its local adaptation, UNICEF organized a study tour to Armenia in September 2012. In Armenia, DevInfo is consistently used for monitoring the MDGs. The achievements and lessons learned shared by Armenia NSS colleagues provided useful insights on how TojikInfo implementation could be enhanced and sustained.

UNICEF sponsored a study tour to Moldova to expose stakeholders from Tajikistan to that country's experience with juvenile justice reform. Moldova and Tajikistan face similar social problems such as labour migration, children left without family care, low salaries and high turnover of staff. Participants were inspired by the active involvement of the Government of Moldova in juvenile justice system reform, the establishment of Probation Service, a National Institute of Justice, and the appointment of specialized prosecutors. The Moldovan example of the establishment of a working group on justice for children led to the accelerated establishment of a similar group in Tajikistan. The experience of Moldova has already been shared with wider group of judges, prosecutors, police and lawyers at juvenile justice trainings for these professionals and has helped to accelerate juvenile justice reforms in Tajikistan.

Alongside a group of international and national NGOs representatives, UNICEF supported the participation of 2 Government representatives to the first Community Based Rehabilitation Congress, which was held in India in December 2012, with more than a thousand participants. The government officials as well as the other members of the delegation had the opportunity to observe good practices from all around the world, liaise with some CBR Networks, and get concrete ideas for scaling up CBR in Tajikistan.
## Narrative Analysis by Programme Component Results and Intermediate Results

### Tajikistan - 4150

#### PC 1 - Child survival and development

**On-track**

<table>
<thead>
<tr>
<th>PCR</th>
<th>4150/A0/04/001 PCR 1: Child Survival and Development of people and women benefit from quality primary health care and nutrition services in accordance with international standards.</th>
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<tbody>
<tr>
<td><strong>Progress:</strong></td>
<td>In 2012, UNICEF’s work with the Ministry of Health and development partners continued to yield positive outcomes that contribute to the achievement of the PCR. These include successful advocacy to initiate the development of a plan of action on child survival in line with “A Promise Renewed”; the on-going transfer of knowledge and capacity in neonatal resuscitation and care practices to a critical mass of in-service professionals in priority districts; and identification of gaps and priority areas for improvement in provision of quality immunization and nutrition services for children. More children and women in 12 priority districts have access to quality services, including neonatal care, clean water and sanitation, prevention of mother-to-child transmission of HIV and more vulnerable young people use youth-friendly health services to prevent HIV and STIs. Key bottlenecks that hinder progress towards achieving the programme component result include the low overall budget allocation to the health sector and also efficiency and effectiveness of health sector expenditure, like poor prioritization of key areas of health sector strategy and weak budget monitoring. Financial access to services remains problematic, given high levels of formal and informal out-of-pocket expenditure. Limited skills and knowledge of staff present another obstacle. A cohesive implementation of healthcare system reforms and full implementation of legal provisions are another critical determining factor. The narrative statements under the intermediate results for this programme component detail achievements UNICEF and the Government of Tajikistan have made in 2012 towards addressing these bottlenecks.</td>
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**On-track**

<table>
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<tr>
<th>IR</th>
<th>4150/A0/04/001/001 1.1. By 2015, the Ministry of Health increases allocation of resources to maternal and child survival/nutrition strategies within its budgetary frameworks, including SWAp.</th>
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<tr>
<td><strong>Progress:</strong></td>
<td>The Call for Action Forum in Washington in June 2012 was an opportunity for the Government of Tajikistan to reaffirm its commitment to child survival. Tajikistan’s Minister of Health signed the pledge of “A Promise Renewed” and a plan of action was agreed. Among other things, the plan includes a causal analysis of neonatal and infant mortality, which will inform accelerated action. In 2012 UNICEF continued to support the MoH in implementing the National Comprehensive Health Strategy (NCHS) for 2010-2020. The Strategy is a first step towards introduction of a sector-wide approach in health. During the 2012 Joint Annual Review (JAR) of the NCHS, UNICEF successfully advocated for adequate coverage of MCH, nutrition and prevention of HIV/AIDS in the annual action plan. In April 2012, UNICEF and the World Bank presented a Nutrition Situation Analysis that documents the economic cost of malnutrition and its contribution to child mortality. The report makes a forceful argument for investment in nutrition, by suggesting that most of the losses could be prevented with cost-effective interventions such as promotion of good nutritional practices, universal salt iodization, micronutrient supplementation and management of severe and acute malnutrition. UNICEF worked with the World Bank and Ministries of Health and Finance on the Results Based Financing (RBF) project, through conducting equity and bottleneck analyses of MCH services and proposing the most appropriate independent verification mechanism. In 2012 UNICEF also provided training to improve implementation of the budgeting guidelines for youth-friendly health services (YFHS) and provision of state cash assistance to children living with HIV/AIDS. UNICEF successfully mobilized resources to address specific immunity gaps. US$1 million was mobilized from the Russian Federation to support the Diphtheria campaign of 2012 and UNICEF also leveraged 600,000 doses of t-OPV from the Government of France to support the polio campaign planned for 2013.</td>
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| IR | 4150/A0/04/001/002 1.2. By 2015, the Ministry of Health provides all women as well as newborn infants |
in all maternal facilities of 8 priority districts with quality antenatal and essential obstetric and newborn care services in accordance with international standards

**Progress:** The quality of neonatal care is hampered by the absence of up-to-date protocols and limits in the knowledge and skills of staff. To address this, UNICEF and GIZ supported the development and dissemination of five new clinical protocols on neonatal care and 135 health workers were trained on them. UNICEF and others also supported neonatal resuscitation training for 200 health workers who previously lacked the required skills. This is complemented with the provision of essential neonatal care/resuscitation equipment to all priority districts.

Another obstacle for quality maternal and neonatal care is the poor state of water and sanitation in maternity departments. In 2012, UNICEF and MoH assessed the water and sanitation infrastructure in maternity departments in 12 priority districts. The results revealed a lack of hot and running water and clogged sanitation systems in 8 maternity hospitals. UNICEF initiated rehabilitation of these units, benefiting over 24,000 newborns and their mothers annually.

The Polio outbreak of 2010 drew attention to shortcomings in Tajikistan’s routine immunization programme. To address these, UNICEF supported Government with an assessment of cold chain capacity and a comprehensive review of the Expanded Programme of Immunization (EPI) in 2012. The cold chain assessment resulted in procurement of additional cold chain equipment, taking into account the requirements of new vaccines to be introduced in 2013. Training was provided for all district EPI and cold store managers. The EPI Review highlighted challenges in immunization planning and practices that may lead to missed opportunities and inequities, which will need attention in 2013.

UNICEF supports semi-annual vitamin A supplementation campaigns reaching 98.8% of the national target group of 6-59 month old children. With UNICEF-provided therapeutic food, over 1000 severely malnourished children received treatment in line with international protocols.

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**On-track**

**IR 4150/A0/04/001/003 1.3.** By 2015, at least 80% of households in 8 priority districts practice interventions on child survival, care and nutrition

**Progress:** Awareness of caregivers remains an obstacle for appropriate child care and nutrition. UNICEF continued promoting appropriate household practices in priority districts, introducing a 'wedding package' in Isfara, Rumi and Kulob. The package, containing iodized salt, soap and information materials, reached over 2,500 newly-weds. UNICEF also supported a nation-wide communication campaign during Breastfeeding Week, reaching over 80,000 women and 2,500 PHC workers.

However, major gaps in caregivers’ awareness remain. A 2012 KAP assessment on diarrhoea and ARI in 6 priority districts shows that 35% do not know any danger signs of major childhood diseases and only 60% use ORT or give increased fluids to children with diarrhoea. This calls for intensified C4D work, including the development of a booklet for parents with essential information on child survival, development and nutrition. Poor monitoring and enforcement of legislation also poses an obstacle. UNICEF supported monitoring of the implementation of salt iodization and breastfeeding laws to prioritize interventions. The results revealed that the proportion of households using iodized salt increased to 90%, but those consuming adequately iodized salt (>15 ppm) declined to 31%. Violations of the breastfeeding law were also documented.

In 2012, UNICEF and WB provided MoH with micronutrient supplements and an IYCF counseling package to reach around 80,000 children 6-24 months and 60,000 pregnant women in remote and vulnerable districts. UNICEF supported national and regional training on nutrition in emergencies. Over 100 health professionals, including pediatricians and family doctors, learned about emergency preparedness, response and recovery in nutrition.

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**On-track**

**IR 4150/A0/04/001/004 1.4.** By 2015, in all reproductive health centres and maternity houses of 18 districts, pregnant women of at risk profile received VCT and if HIV-positive, receive ARV in accordance with PMTCT protocol; and HIV-positive children have access to ARV preventive treatment and social services.

**Progress:** With support of an international consultant, the national clinical protocol on PMTCT was revised and adopted in line with WHO recommendations published in 2012. Twenty-one obstetrician-gynaecologists, infectious disease and AIDS specialists were trained in the management of clinical scenarios to eliminate
mother–to-child transmission of HIV. The PMTCT programme was scaled up to eight new Districts selected by the MoH, bringing the number of districts with a functional PMTCT programme to 30 nationwide. About 120 obstetrician-gynaecologists in ANC facilities are now able to provide provider-initiated HIV counselling and testing of pregnant women and prevent mother-to-child transmission of HIV.

According to MoH data, as of 1 October 2012, 130,000 pregnant women who attended antenatal care services received an HIV test - 68.5 per cent of all pregnant women in the country. While this is an encouraging result, this still falls short considerably of the target of universal testing. At the request of the MoH, UNICEF supported the costing of diagnostic supplies for the national PMTCT programme. The most cost-effective HIV testing algorithm (HIV Rapid Test scenario) was identified and recommendations shared with decision makers. If the recommendations are taken up, this will make it possible to boost the HIV testing coverage of pregnant women.

Preliminary analysis of cumulative data shows encouraging results of the PMTCT programme. The analysis shows that the 164 pregnant women with known HIV+ status who received a full range of PMTCT interventions gave birth to only 3 children with known HIV+ status (2%), which confirms the effectiveness of the PMTCT programme.

With support of an international consultant, around 15 multidisciplinary paediatricians from Dushanbe, DRS and Khatlon acquired knowledge on the new Paediatric AIDS clinical protocol. Tajikistan’s specialists also participated in an advanced training course organized by UNICEF CEECIS Regional Office.

**Progress:** To ensure the coverage by youth-friendly health services (YFHS) programmes, in 2012 UNICEF partnered with four youth civil society organizations (CSOs). In cooperation with the Ministry of Health, these CSOs conducted outreach campaigns and activities to encourage vulnerable young people to use services of youth-friendly health centers in 21 locations across Tajikistan. Additionally, during the outreach work, the CSOs distributed HIV/AIDS/STI prevention information materials and items (condoms) to vulnerable youth. To date, more than 40,000 vulnerable young people were contacted by the outreach volunteers and received more than 145,000 condoms and 320,000 communication materials on reproductive health, STI/HIV, drug addiction prevention during the communication campaigns in all locations with YFHS functioning. Out of them, 23,838 young people received the HIV/AIDS/STI prevention package at the YFHS Centers, including 16,879 females. With this coverage, the 2012 target agreed with the donor was exceeded. All clients were entered into the universal identification code (UIC) database to track progress. Vouchers, which are provided to the young people by the outreach workers during their encounter, serve as an additional verification tool for the number of youth who visited YFHS Centres.

To ensure the quality of services, 30 staff of YFHS from across the country acquired basic knowledge and skills on motivational interviewing and psychological counselling for vulnerable young people. Fifty one service providers of YFHS improved their knowledge and skills in counselling and testing of HIV, and prevention and treatment of STIs according to the new national clinical protocol on STI management. UNICEF also supported the establishment of the national analytical centre at the MoH to review data and provide an in-depth analysis of health problems among clients of YFHS, also paying attention to mental health among youth.

**PC 2 - Basic education and gender equality**

**On-track**

**PCR 4150/A0/04/002** By 2015, the education system provides a gender-sensitive, safe and healthy learning environment at schools, facilitates completion of basic education by girls and supports expanded access to early learning programmes;

**Progress:**

The education system in Tajikistan deteriorated rapidly after the country became independent in 1991, as a result of underinvestment and the impact of the civil war in the 1990s. Despite recent improvements,
significant challenges remain, with very low enrolment at preschool level, quality concerns at all levels of education, gender gaps that widen with each progressive grade, and significant numbers of children out of school, including children with disability.

In 2012, UNICEF’s work with the Ministry of Health and development partners continued to yield positive outcomes that contribute to the achievement of the PCR. These include successful advocacy on the importance of early learning and demonstration of a low-cost sustainable early learning model that is ready for scaling up; new entry points for scaling up work to ensure enrolment and completion of the full course of education by girls and other children who are out of school; successful influencing on life skills, opening up opportunities for mainstreaming work on WASH, DRR and health-related life skills.

A variety of bottlenecks hold back progress towards the PCR. They include overall budget availability for the sector, access to adequate services, social and cultural practices and beliefs and the quality of services. The narrative statements under the intermediate results for this programme component detail achievements UNICEF and the Government of Tajikistan have made in 2012 towards addressing these bottlenecks.

**On-track**

**IR 4150/A0/04/002/001** By 2015, the Ministry of Education coordinates a mixed model of early learning system in eight priority districts and the expansion of these services;

**Progress:**

As a result of concerted advocacy efforts by UNICEF and other development partners active in promoting early childhood education (ECE), the importance of early learning is now well recognized amongst a broad range of stakeholders. Government at central and local levels is showing increasing commitment to ensure the expansion of access to preschool education services through alternative, cost-efficient ECE settings. The National Strategy for Education Development (NSED) 2020 and Medium Term Action Plan 2012-2014 endorsed by GoT in 2012 outline clear strategies to promote ECE, with a focus on increasing access, improving quality and building an enabling regulatory framework. The draft law on Preschool Education and Care developed by Parliament recognizes ECE and alternatives to inefficient state kindergartens.

The growing commitment to the expansion of ECE amongst Government and development partners was also reflected in Tajikistan’s 2012 application to the Global Partnership for Education (GPE), round 4, which puts a strong emphasis on ECE. Whereas Tajikistan’s proposal was not approved in 2012, the ECE component of the proposal received positive feedback from the Financial Advisory Committee of the GPE.

UNICEF provided support to the Ministry of Education and Academy of Education to publish and launch Early Learning Development Standards to inform ECE curricula and programmes. In addition, UNICEF and Aga Khan Foundation in Tajikistan supported the Academy of Education to revise the ECE curriculum in line with the ELDS, develop a child-centered teacher training programme, and methodological guidance for teachers/tutors.

UNICEF contributed directly to expanded access by supporting the establishment of 30 low-cost, quality ECE settings in 4 UNICEF priority districts. About 30 teachers/tutors were trained and developmentally appropriate supplies were provided to newly established centres. Furthermore, UNICEF provided support to improve the operational and financial functioning of ECE settings, conducting trainings for 124 ECE groups.

**On-track**

**IR 4150/A0/04/002/002** By 2015, the Ministry of Education implements in eight priority districts specific interventions to increase attendance and enrolment in grades 7-9;

**Progress:**

The major bottleneck affecting the girls’ education project is a lack of consensus on the extent and the nature of problems regarding girls’ attendance and completion of basic education. To strengthen the evidence base, in 2012 a rapid assessment of all available data on girls’ education was completed. The assessment showed that girls’ enrolment continues to be lower and that girls’ enrolment drops more sharply
after completing the primary grades. However, the gender gap has reduced over time. An Out-of-School Children Study was also completed, showing that there are other important categories of out-of-school children, most notably children with disability. Consensus is emerging that during the forthcoming Mid-Term Review, this IR should be broadened to include all children out of school.

In order to enhance the sustainability and ownership of the Girls’ Education Project, the project was handed over to the District Education Departments (DEDs) in the seven project districts. This handover was completed and all stakeholders were trained on outreach activities, implementation of school thematic grants, and attendance monitoring. Besides, all project schools received supplies to improve the quality of extracurricular activities.

The recently adopted ‘Law on Parental Responsibility’ provides new entry points to promote the mainstreaming of the Girls’ Education project. As part of the implementation of this law, the Ministry of Education is planning to establish task forces at local level to ensure universal enrolment and attendance. Initial steps have been taken to incorporate the best practices of the girls’ education project in this new initiative.

In 2012, UNICEF also promoted girls’ education with a national communication campaign. All upper grade children in project schools received IEC materials and took part in an orientation meetings and special child-centered events. The campaign included video spots on national TV and live discussions with audience participation on a popular radio station.

Constrained

**IR 4150/A0/04/002/003** By 2015, in 65 per cent of schools in eight priority districts, all students use safe water and improved gender-sensitive facilities;

**Progress:**

In 2012, with support of an international consultant, UNICEF developed a new model for school latrines, based on the VIP technology. Given the progressive lack of a reliable water source for many schools in the country, the pour-flush latrine previously promoted by UNICEF was deemed no longer appropriate as the model of choice. The new design is not dependent on a water source.

Efforts were also made to reduce the unit cost of school toilets and increase the likelihood of their maintenance, by seeking involvement of local communities and PTAs in latrine construction, but limited progress could be achieved in this respect in 2012.

The software component of the WASH project also underwent a comprehensive review by another international consultant, resulting in a new IEC kit for WASH education in schools and surrounding communities. The kit was translated into the Tajik language and is being adopted to be in line with national standards with the Academy of Education, Ministry of Education, Ministry of Health and independent experts.

As a result of the extensive reviews of the hardware and software aspects of the WASH project, targets for 2012 were not met. The construction of 9 latrines was initiated at the end of 2012.

UNICEF conducted a national WASH promotion campaign through the media in the context of World Hand Washing day. A series of TV programs were developed and broadcast on two national TV channels and IEC materials were published and distributed.

Constrained

**IR 4150/A0/04/002/004** By 2015, National government, local authorities, school children and communities in selected districts have strengthened their capacity to plan, prepare for and respond to emergencies;

**Progress:**

Progress under this IR was constrained as DIPECHO-funded activities could not be initiated before a Memorandum of Understanding was signed with the Committee on Emergency Situations, which did not
In the meantime, UNICEF continued its advocacy efforts with the Ministry of Education and the Committee of Emergency Situations for the introduction of DRR-related issues into the school curriculum and on the necessity of conducting comprehensive DRR-related education activities in schools that are especially vulnerable to disasters due to their geographic locations and structural conditions. A major achievement in 2012 was that the Ministry of Education recognized the need for DRR education in schools and the introduction of comprehensive life-skills based education will cover DRR. The Committee on Emergency Situations agreed to the necessity of conducting comprehensive DRR-related education campaigns. In 2013, UNICEF will focus on following up on these achievements by working on curriculum development and ensuring appropriate budget allocations are made.

Another important achievement, in collaboration with DIPECHO partners, is that a common methodology has been developed, tested and finalized for school disaster safety assessment. Official endorsement by MoE is awaited.

Progress:

In 2012, UNICEF continued its efforts in promoting Life Skills-Based Education and Healthy Lifestyle in schools. In general, the knowledge among school children related to HIV/ADS remains very low and UNICEF interventions aim to increase the knowledge and change the behavior of children.

UNICEF continued its advocacy efforts with the Ministry of Education for the introduction of LSBE into the school curriculum. These efforts have resulted in recognition by the Ministry of Education of the importance of healthy life style education, opening the door for further collaboration to help integrate LSBE principles into the education curriculum.

In 2012, UNICEF continued its cooperation with the Global Fund. More than 90,000 textbooks on LSBHE for grades 7-9 as well as teachers’ manuals were printed and distributed. Three hundred secondary schools teachers from the selected 85 schools were trained on LSBHE and now have all the skills and knowledge to conduct quality classes for the students of the respective schools. The gender-sensitive aspects of the life skills-based education are being addressed within extra-curricular activities and classes, which now include subjects related to HIV/AIDS prevention. The teaching module as well as student handbooks are also being translated into the Uzbek language and will be available for distribution among Uzbek-speaking students and teachers. About 10,000 copies of textbooks in the Uzbek language will be printed and distributed among Uzbek-speaking schools. Monitoring of LSBHE classes has also been improved, through training of school inspectors of 25 local education authorities, who are now equipped with the necessary knowledge and skills to conduct quality monitoring.

**PC 3 - Child Protection**

Progress: In 2012, UNICEF continued to work with the Commission on Child Rights, relevant state agencies and development partners to contribute to the achievement of the PCR. These include:
support to the Ministry of Labour and Social Protection (MLSP) regarding the development of a Concept on Social Services;
work with the Ministry of Health, international NGOs and others to establish a model of Community-Based Rehabilitation for children with disability;
support for Child Rights Units and Social Assistance and Home Units to strengthen database maintenance on guardianship/trusteeship/adoption and children with disabilities (CWD), to ensure better identification of children in need of services and to refer them appropriately;
training of all relevant duty bearers on the principles of juvenile justice and strengthening the capacity of Centres for Additional Education to provide psychosocial support and various courses to children in conflict with the law;
completion of a study on suicide amongst young people to document psycho-social vulnerabilities and highlight the need for psycho-social services at community level;
Establishment of a Child Rights Department under the Office of the Ombudsperson
A study on violence against children, youth and women in Dushanbe city and a multi-faceted awareness campaign to address the acceptance of violence.

Bottlenecks holding back progress towards the Programme Component Result include: fragmentation of institutional mandates and poor coordination; an absence of an agreed Government vision for child protection services; limited staff capacity; and limited community-based services of adequate quality. The following intermediate results narratives are detailing what UNICEF, the Government of Tajikistan and partners have done to address these bottlenecks in 2012.

• On-track

**IR 4150/A0/04/003/001** By 2015, Family Support Care System for vulnerable children and their families provides a continuum of services according to expected standards set out in the national policy framework.

**Progress:** One of the main obstacles towards the achievement of this IR is the fragmentation of institutional mandates and poor coordination. Progress was made by UNICEF providing technical inputs to the Ministry of Labour and Social Protection (MLSP) on 1) district-level inter-agency cooperation, 2) a concept on Social Services, and 3) measures on further development of the social care system for vulnerable children.

Another bottleneck is staff capacity and the poor development of the social work profession. In 2012, UNICEF supported the Scientific Research Institute of MLSP to provide short-term training to 178 Social Workers in 12 priority districts and Dushanbe.

UNICEF is particularly concerned about CWD, who face exclusion and for whom timely diagnosis, appropriate gatekeeping, referral and quality community-based services are limited. In 2012, the Ministry of Health (MoH) issued a directive to officially establish Psychological Medical Pedagogical Consultations (PMPC) at the local level – a major step forward. Nine PMPCs, with staff trained by UNICEF, have provided services to 4,969 CWD in 2012. Following the 2010 Polio Outbreak, with MoH leadership and together with several international NGOs, UNICEF introduced a Community Based Rehabilitation (CBR) project in 21 affected districts. 21 CBR Rooms have been established and have provided services to 674 people, out of which 531 affected by polio. In 2012, a communication campaign was launched in partnership with 18 organizations to promote inclusion of CWD.

The Study on Prevalence of Suicide among Young People in Sughd revealed undocumented vulnerabilities and pointed to gaps in community based psychosocial and protection services. A baseline study for the Safe and Friendly Dushanbe Programme revealed concerns regarding safety and prevalence of violence in public and private settings. On the basis of this, a multi-faceted awareness raising campaign was carried out to begin addressing the acceptance of violence against children, women and youth.

• On-track

**IR 4150/A0/04/003/002** By 2015, the family substitute care services function according to the quality standards set out in the national policy.

**Progress:**
UNICEF is collaborating with 12 priority districts to enhance the work of the Child Rights Units (CRU) to improve guardianship/trusteeship/adoption mechanisms to prevent children from being institutionalized.

With UNICEF support, CRUs are maintaining a database on CWD and guardianship/trusteeship/adoption, updating the list of children in need of services and promoting appropriate referral. During the period of 2010-2012 669 children were prevented from being placed in an institution, as a result of the strengthening of existing mechanisms. UNICEF has started promoting closer collaboration between CRUs and Social Assistance at Home Units (SAHU) to ensure children in need of guardianship/trusteeship/adoption are identified and families that want to take children are assessed before the decision is made by Child Rights Commissions (for guardianship/trusteeship cases) and the Court (for adoption cases).

UNICEF also carried out intensive advocacy with both national and local government officials to promote prevention of placement of children under three in residential care, as part of Regional Office Call for Action to End Placement of Children Under Three in residential care institutions. Collaboration with national and international organizations on Alternative Family Care has been established to raise awareness on needs and rights of the child to grow in a family environment and the importance of attachment and stability especially for children under three. A series of orientation sessions were held for relevant government staff on these topics including foster care as an option.

In 2012, 5 government officials, including the Deputy Prime Minister, attended the Ministerial Conference on this topic in Bulgaria and used the opportunity to express the commitment of the Government to address this issue.

**On-track**

**IR 4150/A0/04/003/003** By 2015, alternative services to incarceration are accessible and used as primary referral for children in conflict with the law.

**Progress:** The number of districts with functioning Juvenile Justice Alternative Projects (JJAP) has grown to 8: Kurgantube, Kulyab, Shugnan, Khujand, Gafurov, Isfara, Panjakent and Konibodom. JJAPs are providing psychosocial support to children in conflict with the law and at risk of offending on the basis of Centres of Additional Education. Since 2010, 436 children were referred to the JJAP where they were assisted by social workers and provided training.

UNICEF supported Master Trainers to develop training packages for police, prosecutors and judges. It is expected that the developed training materials will lay the foundation for mandatory training on juvenile justice in national training institutes. The Police Academy in 2012 already introduced a course on juvenile justice for future police officers.

More than 60 justice professionals from JJAP districts (judges, police officers, prosecutors and lawyers) are receiving continuous training on juvenile justice (more than 600 are trained in total). The trainings have already resulted in mind-set change among judges, who started to render decisions in favour of non-custodial sentencing in several districts. For instance, the Khujand city court began collaboration with the JJAP which is a sound step forward in shifting to alternative measures.

The Council of Justice with support from UNICEF has initiated establishment of child friendly court rooms in seven district courts where cases of children are heard most frequently, and the process is completed in Ismoili Somoni (Dushanbe), Khujand and Kurgantube with expected official opening in early 2013.

With UNICEF support, a Child Rights Department was established under the Office of the Ombuds-person to defend and protect the rights of children. Research carried out by this Department and a national NGO on torture and ill treatment of children in the justice system revealed existence of torture of children and made recommendations for its prevention.

**PC 4 - Policy and planning**

**On-track**

**PCR 4150/A0/04/004** PCR 4: By 2015, Government allocates proportionately more resources to critical social
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Offering protection sectors (preschool education, neonatal care, family based care and protection) based on evidence and general public support.

**Progress:**

Some progress was made in 2012 with the strengthening of the evidence base to promote child-friendly policy decisions and budgeting. In collaboration with the Agency for Statistics, the foundation was laid for improved data collection at district level. At the national level, a study tour to Armenia and renewed interest from stakeholders opened up new opportunities to firmly establish TojikInfo as a central database on child rights-related data, supporting decision-makers at all levels. The TransMonnee database was updated with the latest information. UNICEF made contributions to several important national surveys that will strengthen the evidence base on child rights, such as the Child Labour Survey and the Demographic Health Survey. A Situation Analysis on children was completed in 2012.

Situation Analysis on children was completed in 2012. A new phase of support to the Ministry of Finance was initiated, helping Government roll out critical training on public financial management, which will benefit child-friendly budgeting and budget execution. UNICEF advocated for inclusion of priority issues for children in the Living Standard Improvement Strategy of the country for 2013–2015 (follow up to the PRSP). Advocacy with the IMF was focused on introducing conditionality on social sector expenditure in the IMF’s new programme under the Extended Credit Facility. In 2012, UNICEF initiated the roll-out of a Child Rights Syllabus for training of journalism students and practicing journalists in responsible reporting on child rights issues. This initiative is expected to boost UNICEF partnership with the media in important ways. UNICEF’s visibility was also enhanced in 2012.

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**Constrained**

**IR 4150/A0/04/004/001 4.1.** By 2015, updated data is available to policy implementers to inform policy and its implementation

**Progress:** Staff turnover and limited capacity of the Agency on Statistics (AS) limited the possibility to establish TojikInfo firmly as the tool for access to up-to-date data in 2012. Experience of past years shows that, despite significant support and progress in implementing TojikInfo, its institutionalization and sustainability within the AS remains problematic. In an effort to support the revival and sustainable development of TojikInfo and building on renewed interest from stakeholders, in September 2012 UNICEF organized a study tour to Armenia, where DevInfo is consistently used for monitoring of the MDGs. The achievements and lessons learned shared by Armenia NSS with AS and MEDT colleagues provided insights into how TojikInfo implementation could be enhanced and sustained.

UNICEF provided support to the AS in collecting data and producing the analytical report based on the new TransMonnee template. With support of UNICEF AS conducted technical consultation workshops with relevant line ministries to improve data collection mechanisms and quality of data for the newly disaggregated indicators. The CO also maintained close technical collaboration with AS and USAID/Macro on the Demographic Health Survey, and provided technical support to AS in training of enumerators on ethics and monitoring of the field work for the national Child Labour Survey commissioned by ILO.

The district level cross-sectoral data template was reviewed to improve data availability for analyzing the impact of UNICEF’s decentralized programmatic interventions. With support of UNICEF, the AS conducted training workshops for senior staff from key departments of 10 priority districts of Khatlon and Sughd on improving data collection and analysis to support better planning and monitoring for the needs of children at district level. Further efforts will be made in following years to improve monitoring of the implementation of child rights at district level with better linkages to national strategies.

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**On-track**

**IR 4150/A0/04/004/002 4.2.** By 2015, public policy and budgeting supports child-friendly social sector development.

**Progress:** A continuation of the capacity development programme on public financial management for social sector ministries and local governments of twelve target districts was discussed and agreed between UNICEF and Ministry of Finance of the Republic of Tajikistan. An MoU was signed and arrangements made for the capacity development programme, which will be implemented in 2013. While the training programme is an important programmatic objective in itself, it is also seen as an element of the assurance plan underpinning
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Cash transfers to local authorities under HACT.

New MoUs were signed between UNICEF, the Ministry of Economic Development and Trade and twelve target district authorities until the end of the Country Programme in 2015. The main purpose of the MoUs is to develop and implement district work plans to improve children and women’s conditions in the target districts.

UNICEF provided comments and recommendations to the Ministry of Development and Trade of the Republic of Tajikistan in the process of design and preparation of the Living Standard Improvement Strategy of the country for 2013-2015 (follow up to the PRSP). The main purpose of UNICEF engagement was to ensure that child-related issues and priorities are incorporated in the strategy, and mostly in its social sector section.

At the request of the International Monetary Fund (IMF), UNICEF prepared recommendations on safeguarding Government of Tajikistan’s social spending, for consideration by the IMF when determining conditionality under the next IMF Extended Credit Facility programme. Recommendations were related to the budget lines for education, health and social protection, which might feature in IMF conditionality to track the country’s commitment to protect social expenditure. The proposal focused on existing budget allocations that need protecting in times of crisis, but also highlighted budget lines for which additional allocations are critical in future years.

On-track

IR 4150/A0/04/004/005 4.3. Strong Partnership for Children’s rights is developed with mass media, national and local government, civil society and development partners

**Progress:** In 2012, UNICEF introduced the Child Rights Syllabus into journalism schools in Tajikistan. Strengthening the capacity of existing and newly trained journalists to report responsibly on child rights issues will contribute greatly towards the achievement of this intermediate result. The syllabus is being pre-tested at the Journalism Faculty of the Tajik State University and, simultaneously, rolled out to practicing journalists in regional workshops. It is envisaged that the Child Rights Syllabus will eventually be introduced in all existing journalism faculties across the country, which will significantly improve professional reporting on children’s issues. At a regional conference in Bishkek, the Tajik National University, Faculty of Journalism, Union of Journalism of Tajikistan and Media School of Tajikistan all committed to promoting and introducing the Child Rights Course into their programmes.

Under this IR, programme sections were supported in the dissemination of key messages (print, audio and video materials), in updating both global and national media on situation of children in Tajikistan (press releases, features stories and press conferences) and in strengthening UNICEF visibility (banners, stationery and plaques).

The Communication for Development approach was promoted by developing tested IEC/promotion materials with clear messages, ensuring their dissemination by identifying the best strategic tools/places/channels for the targeted audience. In particular, this included for example: social mobilization during the Diphtheria Campaign to encourage parents to bring their children to the vaccination points; drawing attention of decision makers to the importance of scaling up nutrition interventions at the launch of WB/UNICEF Nutrition report; and helping young people speak about their views on education quality at the launch of the Youth Report.

**PC 5 - Cross-sectoral**

On-track

**PCR 4150/A0/04/801 PCR 6:** Effective utilization of UNICEF resources for programme implementation

**Progress:** Activities under this PCR allowed the successful performance of the supply function, which supported achievement of results across the country programme in the course of 2012.
Activities under this IR allowed the successful performance of the supply function, which supported achievement of results across the country programme in the course of 2012.

Tajikistan CO leased warehouse premises at 2 locations: RMPC in Dushanbe and UNERT Kurgan- Tube. Both warehouses are well managed and records are accurate, as evidenced by the Physical Inventory Count. In 2012 UNICEF Tajikistan jointly with UNDP Tajikistan initiated negotiation with Committee of Emergency Situation under Government of Tajikistan for the provision of free of charge warehouse for UNICEF Tajikistan emergency supplies. CoES appropriated two warehouses 450 s.m. each for common use by UNDP and UNICEF. Both warehouses should be renegotiated on cost sharing basis between UNICEF and UNDP before relocation of supplies there in early 2013. Closure of UNERT warehouse in Kurgan Tube and relocation of supplies to CoES warehouse is expected to bring financial savings of USD2,941 in the first year and USD16,394 in the second year. Lease agreement with RMPC Warehouse in Dushanbe was extended for another year.

**PC 800 - Support**

- IR 4150/A0/04/800/001 6.1. Effective management of supply and procurement
  
  **Progress:**
  
  Office governance arrangements established in the Annual Management Plan functioned well. VISION/SAP was successfully rolled out in 2012 and IPSAS principles were adopted. However, introduction of VISION with its technical bugs and lengthy and complicated transactions consumed most of staff efforts and time and led to delay in implementation of other activities. The Harmonized Approach to Cash Transfers (HACT) was rolled out in 2012 and an assurance plan was developed and is being implemented, although less successful as desired. A new Table of Authority (ToA) was prepared in accordance with VISION requirements and a Segregation of Duties (SoD) conflicts clean-up exercise was completed. The outstanding Direct Cash Transfer (DCT) balance is closely monitored - the un-liquidated DCT balance outstanding over 9 months reduced to 0.03% and the outstanding DCT balance from 6 to 9 months reduced to 1.63% by the end of 2012.

- PCR 4150/A0/04/800 PCR 5: Effective and efficient programme management and operations support to programme delivery
  
  **Progress:**
  
  Office governance arrangements established in the Annual Management Plan functioned well. VISION/SAP was successfully rolled out in 2012 and IPSAS principles were adopted. However, introduction of VISION with its technical bugs and lengthy and complicated transactions consumed most of staff efforts and time and led to delay in implementation of other activities. The Harmonized Approach to Cash Transfers (HACT) was rolled out in 2012 and an assurance plan was developed and is being implemented, although less successful as desired. A new Table of Authority (ToA) was prepared in accordance with VISION requirements and a Segregation of Duties (SoD) conflicts clean-up exercise was completed. The outstanding Direct Cash Transfer (DCT) balance is closely monitored - the un-liquidated DCT balance outstanding over 9 months reduced to 0.03% and the outstanding DCT balance from 6 to 9 months reduced to 1.63% by the end of 2012.

**IR 4150/A0/04/800/001 5.1. Effective and efficient Governance and Systems**

**Progress:** Office governance arrangements established in the Annual Management Plan functioned well. The Operations team organized trainings and briefings for office staff and implementing partners (such as cash assistance and financial support to the government, segregation of duties). As a result, the quality of supporting documents improved, all payments and DCT liquidations are normally done within 5 working days, the payroll is processed timely and error free.

VISION/SAP was successfully rolled out in 2012. All staff gained familiarity with the new software and adopted the new business processes. Role mapping was prepared and updated as required. An updated Table of Authority (ToA) was prepared in accordance with the new requirements. Segregation of Duty (SoD) conflicts were reviewed and cleaned up. A reconciliation exercise of roles assigned in Approval system and Zrole was conducted.

VISION/SAP work processes were partially reviewed during a staff retreat, to be finalized in 2013. While VISION/SAP was successfully introduced, its lengthy and complicated transactions and the system’s frequent technical problems has consumed an exorbitant amount of staff time in 2012, causing a delay in implementation of activities.
5.2. Effective and efficient Management and Stewardship of Financial Resources

Progress: As of 2012, Tajikistan country office moved to a fuller implementation of the Harmonized Approach to Cash Transfers (HACT). An assurance activity plan was developed and approved in 2012 and is being implemented, although less successful as one would wish as not all UN agencies are not moving swiftly with it. A briefing on HACT principles was delivered to IPs of Khatlon, Sogd, GBAO and Ministries in Dushanbe. Some HACT assurance activities remain to be implemented in 2013, such as group training to strengthen financial capacity of IPs and provision of additional assistance to the Ministry of Finance to deliver training to local authorities on public finance management.

The outstanding DCT balance is closely monitored. The un-liquidated DCT balance above 9 months reduced to 0.03% and outstanding DCT balance from 6 to 9 months reduced to 1.63% by the end of 2012.

5.3. Effective and efficient management of Human Capacity

Progress: The office continued to use Competency Based Interviewing during recruitment processes, in spite of limited CBI trained staff in the office. Five fixed-term staff members were recruited (one IP, one NO and 4 GS), one Temporary Appointment staff and one ancillary staff on a UNDP service contract. CBI training planned for 2012 will be conducted in early 2013 by RO colleagues.

Ninety-six per cent of staff had their PASes completed on time in 2012. In addition to the official performance appraisals, staff members also have regular feedback discussions with managers and supervisors to discuss their work, challenges and career opportunities.

Four Job Descriptions were updated and reclassified and 3 updated with changes below 50%. Of the planned learning initiatives in the Annual Training Plan, 74% were implemented by the end 2012.
Effective Governance Structure

The Annual Management Plan 2012-2013 (AMP) defines key office and programme management priorities and indicates key results and responsibilities of staff to achieve the office objectives. The status of AMP achievements was reviewed during the Annual Management Review in December 2012.

In-house committees functioned effectively and efficiently during the year and membership was updated at CMT meeting in October 2012.

The **Country Management Team** (CMT) met 4 times in 2012: in February, May, June and October. Major discussions were around: a) Risk Control Self-Assessment, b) HACT-Cash Transfer Modalities, c) VISION Release strategy, d) Work plan for the Mid-Term Review and e) Adoption of the Annual Management Plan. Management indicators, IMEP, plans and opportunities for fundraising and staff association issues were addressed at every CMT meeting.

The **Contract Review Committee** (CRC) met to review and recommend 21 cases for Head of Office approval in 2012. The CO decided to keep the established CRC ceilings of $10,000 for Supplies and $15,000 for Individual and Institutional Service Contracts, above which CRC review is mandatory. The country office did not have any post-facto notifications to report, as per FC 19, Rev. 3. One institutional consultancy contract was referred to Regional Office for review as it exceeded US$100,000 and was approved.

Four **Programme Coordination Meetings** were held in 2012, focused on the Mid-Term Review process, the Annual Review Process and other important cross-office priorities. In addition, a **Staff Retreat** allowed programme staff to make headway on a determinant analysis for most Intermediate Results.

The **Local Training Committee** (LTC) met 6 times in 2012. The Committee reviewed and endorsed Office Training Plan which was prepared considering organizational priorities and included in AMP. Individual staff training requests were reviewed and endorsed by the Committee and passed to the Representative for approval.

The **Joint Consultative Committee** met one time in 2012 although planned quarterly. Consensus was reached on all issues addressed by Staff Association and Management. Major issues included: a) Global Staff Survey of August 2011 relating to Tajikistan; b) Presentation of the LSA Work plan c) Election of new LSA Chairperson d) Funding of the LSA - Staff Welfare Funds and increase in SA member contributions.

The **PCA Review Committee** reviewed a total of 13 cases in 2012, which were passed to the Representative for approval.

Other committees, such as the **SP, LCRB** and **LPSB** met as and when required.

An All-staff meeting was held in May 2012 to discuss the results of the Global Staff survey and based on an analysis and discussions, Staff Career and Professional Development.-Work/Life Balance, and-Improving office business efficiency were identified by staff as priorities to be addressed.

Working groups were established to come up with recommendation and improvement plans for the above and results were presented at the CMT. The recommendations were further refined at CMT and incorporated in the Annual Management Plan, taking into account feasibility, past experience, rules and balance with regards to office priorities.

Strategic Risk Management

The **Risk Control & Self-Assessment** (RCSA), consisting of the Country Office Risk Profile and the Risk Control Library (RCL) are working documents and are used as a benchmark for assessing risks with periodic updates capturing all internal and external changes in the operating environment. The RCSA was last updated
in February 2012 following assigning by CMT of a working group, which revisited all risk categories and re-assessed two of them (Partner Relations and Predictability of Funding), and taking into account the recent UNDSS update of Country Security Risk Assessment and the on-going SMT discussion on airline safety. Measures were subsequently agreed for follow up by the CMT.

Due to heavy involvement in VISION implementation and change of operations/ICT staff, UNICEF Tajikistan CO started, but has not completed an update of the Business Continuity Plan which was last updated in August 2011. This will be given priority in 2013.

Emergency Risk Assessment of EWEA was regularly updated in 2012. The country office risk profile and preparedness pages of the EWEA including key actions were updated and uploaded into the system. The threat levels have not changed in comparison with previous versions of the EWEA pages for Tajikistan. The key actions and preparedness activities were discussed during the program and country office management review meetings and included in the rolling work plan of different sections. A special meeting was held with all the relevant staff to review EWEA portal and responsibilities involved.

The office will update preparedness activities in its EWEA pages early in 2013 and update all requirements of the EWEA portal, and will conduct a briefing to update staff on the requirements.

Tajikistan CO received full support from UNDSS on security related issues. Several trainings were arranged by UNDSS for staff with security responsibilities (security focal point, wardens, guards and drivers), such as: communication on HF and VHF, First Aid and warden trainings. Office MOSS compliance was enhanced by engaging policemen with dog patrolling the office premises perimeter area and installation of a Thuraya terminal at the Representative’s Residence (as alternative means of office communication in case of emergency). A radio check is carried out weekly for SMT members, Agency Security Focal Points and Wardens. A warden drill exercise was conducted for all staff in November 2012.

**Evaluation**

The CO continued to update the IMEP and use it to plan studies and evaluations to assess the progress of the country programme, to inform programming, and to advocate on children’s issues. All Country Office monitoring and evaluation activities were guided by the 2-year rolling IMEP. Progress with implementation of the IMEP was reviewed regularly at Programme Coordination and Country Management Team meetings. In an effort to strengthen performance monitoring based on CPAP results framework the CO reviewed and identified data gaps for baseline and current status indicators both at national and priority district level. In collaboration with national partners initial attempts were made to analyze the socio-economic trends and progress in implementation of joint projects in priority districts. However, the analysis was hampered by major challenges in data availability and quality in the district databases, as well as weak national and local analytical capacity.

The CO tentatively planned to conduct an Evaluation of Girls Education Project in 2012, but this was later transformed into a Rapid Assessment, given that the priority need of the project was to produce evidence on the nature and extent of the problems with girls’ education, to inform dialogue with the Ministry of Education. The ToR for the Rapid Assessment was put through the regional facility for quality assurance and refined based on methodology-related comments. Considering that the CO has not conducted major evaluations in the past several years, it served as a useful guidance for planning of future evaluations. A number of other thematic studies such as the EPI Review and Cold Chain Assessment were commissioned by the CO to inform the ongoing Mid-Term Review.

The country mission of the regional M&E Advisor in October 2012 helped to identify the areas for strengthening the CO and national M&E system. The RO M&E Adviser facilitated the discussion of regional and country evaluation related issues and prioritization of major CO evaluations over the next years. Agreement was reached on a comprehensive evaluation of UNICEF’s Child Survival and Development programme and a country-led evaluation of Government’s Child Care System.
Effective Use of Information and Communication Technology

The office completed all IT planned tasks including software/hardware upgrades and updates, such as: migration of server infrastructure to Windows Hyper-V 2008 R2 environment, deployment of Windows Server Update Services, introduction of Cisco Identity Based Network System and office wireless local area network centrally managed by Cisco wireless controller. The iSCSI Central Storage System for Virtualized Environments (SAN) with 12 HDD has been deployed to increase data storage capacity.

To effectively address the shortcomings of the existing group of patching solutions, a multi-faceted solution (WSUS and Extension Pack) has been deployed in Tajikistan CO as well as globally. This architecture uses Windows Server Update Services Service Pack 2 (WSUS 3.0 SP2) and third-party Extension Pack to WSUS (EP) to send Microsoft and third-party software patches/updates from a central location to all Microsoft operating system environments in use at UNICEF. WSUS allows central deployment of Windows product updates, hotfixes, service packs, features and patches. One of the important benefits of using this centralized architecture is that updates will only be deployed when they are authorized from NYHQ and approved for any office.

The roaming client design allows the laptops to pull their updates from the DMZ WSUS server. When the laptops leave UNICEF network, they are automatically routed to the DMZ WSUS server whenever they have internet connectivity. Furthermore, when the roaming clients are connected to any other LAN environment, the clients are automatically connected to the local WSUS server.

Fund-raising and Donor Relations

The fund raising environment in Central Asia, and in Tajikistan in particular, continues to be constrained. Notwithstanding the constrained fundraising environment, UNICEF had mobilized 64% of its OR ceiling for the Country Programme by the end of 2012, at the mid-point of its current country programme.

Non-traditional donors such as the Russian Federation and China are increasingly active in the region. While these donors initially favoured direct bilateral cooperation with Government, UNICEF and WHO in Tajikistan achieved a breakthrough with a new partnership with the Russian Federation in 2012, successfully mobilizing US$1 million to support the Government of Tajikistan's Diphtheria Campaign. There are good prospects to enhance this partnership with the Russian Federation.

UNICEF Tajikistan entered into a new partnership with Starwood Hotels, through the UK UNICEF National Committee, as part of its 'Checkout for Children' initiative. This funding will be used to support the Basic Education and Gender Equality Programme. An initial contribution of US$146,718.97 was received in 2012. Further contributions are expected in 2013 and 2014, with the level depending on the success of the checkout scheme.

A new phase of the DIPECHO project funded by ECHO was initiated in 2012, with a contribution of US$232,200. UNICEF Tajikistan also received a further tranche of US$280,380 from SDC for the implementation of the Juvenile Justice Alternatives Project. A further allocation of US$35,000 was received from consolidated NatCom funds to support WASH in maternity hospitals. UNICEF Tajikistan received new global thematic funding allotments for BEGE (US$250,000) and Social Policy (US$25,000). An allotment of US$40,000 of 7% Set-Aside funds was received in support of local implementation of 'A Promise Renewed'.

UNICEF Tajikistan was pleased to receive an additional contribution of US$75,000 from global thematic funds for humanitarian assistance, but the CO continues to experience a gap vis-à-vis the funding requirements for humanitarian action documented in HAC (Humanitarian Action for Children). Only half the funding requirement of the 2012 HAC for Tajikistan was met.

UNICEF successfully leveraged 600,000 doses of t-OPV vaccine from the French Government, to support the Government of Tajikistan in its Polio immunization campaign in 2013.
As a result of efforts by participating UN agencies and support of the UN Resident Coordinator, the joint UN concept note submitted to the UN Human Security Trust Fund for activities in Rasht Valley from 2011 was revived and approved. A full proposal will be submitted in early 2013. A joint concept note by UNICEF Kyrgyzstan, Tajikistan and Uzbekistan on cross-border peace and tolerance building in Fergana valley was submitted for consideration by the UK Government Conflict Pool. UNICEF has been invited to submit a full proposal by the end of January 2013.

UNICEF’s positioning in the regional key leadership areas and the forthcoming programme steer resulting from the MTR will provide the appropriate opportunity to develop a fundraising strategy and advocacy kit for UNICEF Tajikistan. An aggressive approach toward building partnerships in nutrition and fundraising will continue to be a major focus of the office. Funds utilization was systematically reviewed on a weekly basis to monitor timely implementation of plans and activities.

**Management of Financial and Other Assets**

Tajikistan Country Office achieved good utilization rates in 2012. Utilization of GC non-grant funds and OR funds expiring at end 2012 reached 99%. Utilization of the Institutional budget reached 92% for staff costs and 99.6% for non-staff costs.

As of 2012 Tajikistan country office moved to a fuller implementation of the Harmonized Approach to Cash Transfers (HACT). The office no longer demands submission of all supporting documentation before liquidating Direct Cash Transfers (DCTs), thus complying with the FACE form modality. Instead, assurance measures receive much more attention. An assurance activity plan was developed and approved in 2012. Each DCT is accompanied by a DCT monitoring plan, which includes programmatic and financial monitoring. Each DCT liquidation is accompanied by a report on the findings of the monitoring.

An internal micro assessment of seven IPs (those which were not assessed during the joint UN micro assessment exercise of 2011) was carried out by operations and programme colleagues. Out of these IPs, six were assessed as medium risk and one as significant risk. The risk rating of each IP was reflected in the assessment exercise of 2011. An internal micro assessment of seven IPs (those which were not assessed during the joint UN micro assessment exercise of 2011) was carried out by operations and programme colleagues. Out of these IPs, six were assessed as medium risk and one as significant risk. The risk rating of each IP was reflected in the assurance activities.

Briefings on HACT principles were conducted for IPs of priority districts, Ministries and NGOs in March and May 2012. Some of the HACT assurance activities planned for 2012 will be implemented in 2013, such as a group training to strengthen financial capacity of IPs and provision of assistance to the Ministry of Finance for trainings to strengthen public finance management.

Outstanding DCT balances were closely monitored. At year-end, the outstanding DCT balance above 9 months was reduced to 0.03% of total DCT paid in 2012 and the outstanding DCT balance from 6 to 9 months reduced to 1.63%. One DCT balance outstanding over 9 months was referred to DFAM for write off, approval is awaited.

VISION/SAP was successfully rolled out in 2012. A role mapping exercise was conducted in March 2012 and updated throughout the year as required. A reconciliation exercise of mapping roles assigned in Approval and as reflected in ZROLE in VISION was done twice in October and November 2012. VISION/SAP work processes were partially reviewed during a staff retreat in September 2012, to be finalized in 2013. Time consuming and complicated VISION/SAP transactions and the system's technical problems significantly increased staff members' workload (especially for Operations staff) and affected implementation of some office activities and priorities.

To ensure better transparency and financial control, Tajikistan CO adopted a release strategy at the threshold of $25,000 for the actual commitment of office funds to external parties, such as Purchase Order Release and payment request approval to implementing partners.

A Table of Authority (TOA) and Delegation of Authority and Acceptance for each individual with TOA roles in the office were produced in accordance with the new requirements.

A Segregation of Duties (SoD) conflicts clean-up exercise was conducted, all SoD conflicts were reviewed and addressed. As of the end of 2012 Tajikistan CO did not have any SoD conflicts.

A non-expendable Property physical count was carried out in July 2012 and Programme Supplies Inventory physical counts were conducted twice, in August and in December 2012, with no reconciling items.
**Supply Management**

The supply component of the Country Programme in 2012 amounted to a total expenditure of $1,523,407, out of which:

- Offshore HQ orders $451,544,
- Direct Orders using Global LTAs - $203,390,
- Local Procurement for supply of goods - $345,163,
- Local Procurement of Services - 523,310.

The Annual Supply Plan for 2012 was prepared by Supply Unit in a timely manner. Taking into account the procurement procedures under VISION, UNICEF Tajikistan continued to use LTAs and conducted pre-qualification of suppliers for various categories of supplies, such as construction and rehabilitation, ECD furniture and School furniture. In 2012, LTAs for printing were extended. LTAs for procurement of IT equipment and furniture were not extended due to the small quantity planned to be procured in the 2012 Supply Plan.

In 2012 UNICEF Tajikistan encountered challenges with short expiry dates of certain items in Emergency Household Kits. This required separating and distribution of expiring items within each kit, requiring additional logistics and expenditure. The expiry dates of individual items within kits will need closer attention when ordering and assembling kits in future.

At the initiative of UNICEF Tajikistan, a Country Procurement Strategy Team was established by UN agencies with the aim to establish joint procurement of common items. Limited progress was achieved, mainly as a result of changes in guidance on UN common procurement. One main achievement was agreement on joint UNDP/UNICEF procurement of fuel. Two LTAs were signed with suppliers which are used by many UN agencies.

In 2012 Tajikistan CO rented warehouse premises at 2 locations: RMPC in Dushanbe and UNERT in Kurgan-Tube. Both warehouse locations are well managed and maintained. Stock keeping records are accurate which was evidenced in the Physical Inventory Count carried out twice: in August and Dec. 2012 as well as during ad hoc visits and random stock counts conducted by operations staff.

In 2012 UNICEF and UNDP's Disaster Risk Management Project (DRMP) started negotiations with the Government Committee of Emergency Situation (CoES) for provision of rental free warehouse for their emergency supplies. CoES allocated two warehouses for common use of UNDP and UNICEF. Both warehouses should be renovated before supplies can be moved there and UNDP and UNICEF agreed on cost-sharing of the renovation works. In early 2013, supplies from UNERT warehouse will be relocated to CoES warehouse in Dushanbe which will yield a cost saving of US$2,941 for the first year and US$16,394 for the second year. The lease agreement with RMPC warehouse in Dushanbe was extended for another year.

In 2012, better streamlining of the functions of the Admin/Supply Officer and Supply Assistant improved efficiency. The presence of field monitors improved supply assistance monitoring at the local levels.

**Human Resources**

Greater transparency has been achieved in staff recruitment and placement processes. All vacancies (local/international, consultancies) are given wide dissemination, including advertisement through UNTJ website, newspapers and 'global broadcast'. In 2012 Tajikistan CO continued using Competency Based Interviewing during recruitment processes, in spite of limited CBI trained staff in the office. Subject Matter Experts & HR colleagues from RO and staff from other UN agencies were involved in the Recruitment Processes as and when required. Five fixed-term staff members (one IP, one NO and 4 GS), one Temporary Appointment and one ancillary staff on a UNDP service contract were recruited in 2012, as follows: Chief Education, L4 (candidate will join CO in January 2013); Social Policy Officer, NOB; ICT Assistant, GS6; Executive Assistant, GS5; Driver GS2; Programme Assistant, GS6 DIPECHO project, TA; Security Guard, SC contract.

An improvement was achieved in completion of staff PASes in 2012 - 96% of staff members completed their 2012 PASes & E-PASes (phase 1) on time - by mid-March 2012 and 94% of staff finalized 2011 PASes and E-PASes by end February 2012. In addition to the official performance appraisals, staff members have regular feedback discussions with managers and supervisors to discuss their work, challenges and career
opportunities.
During the reporting period a number of outdated JDs were re-visited and updated considering new
requirements and revised competencies. Four JDs were updated and classified and three JDs were changed
without need for classification (less that 50% change).
Out of the learning and development initiatives foreseen in the Annual Training Plan, 74 % were implemented
as of end 2012. One office-wide group training was organized on Stress Management and Effective
Communication skills, during the Staff Retreat in September. In 2012, the number of GS staff participating in
international training opportunities increased.
In 2012 two staff members were deployed to provide assistance to other UNICEF offices: the Chief, Health
and Nutrition was deployed for one month to Abkhazia during an emergency disease outbreak and the ICT
Assistant was deployed for one week to Uzbekistan to assist with audit preparation.
The following trainings were postponed for 2013:
Safe driving under extreme condition (by WFP)
Language Courses (English and Tajik at different levels)

CBI training and Managing Performance for Results Training for supervisors and supervisees (by RO HR
colleagues).

Efficiency Gains and Cost Savings

As a result of substantial reduction in UNICEF budget availability globally, there is an increasing effort within
the Organization to take all possible measures to further reduce operational costs. In compliance with
Executive Director’s message of 22nd Dec. 2010 on Cost Control, the Deputy Executive Director’s message of
May 2011 on Managing operating costs funded from RR and Tajikistan CO CMT recommendation of February
2011, the following cost control measures were implemented in UNICEF Tajikistan CO in 2012:
• Purchasing non-refundable rather than full fare air tickets. These measures have resulted in cost savings
estimated at above US$37,000 in 2012;
• Opting for economy-class air tickets, whenever possible, rather than business-class, when travelling to
meetings/events outside of the country when the travel time exceeds nine hours. The only exceptions
made are appointment, change of duty station and separation travel and cases where business class travel is
mandated on medical grounds;
• Better travel planning and coordination, early booking, scrutinizing travel options and keeping travel days to
the minimum for all travels;
• Limiting access of office USB modems to Citrix only. This resulted in significant reduction of interment traffic
and a financial saving of US$1,300 per year;
• Keeping overtime usage on the minimum. Avoiding local travel during the weekend, unless absolutely
necessary. Staff are encouraged to exercise CTO (compensatory time off) rather than payment whenever
possible;
• Opting for cheaper venues for meetings and other events, using, whenever possible, the office’s conference
room on the seventh floor, meeting halls in VEFA center, and conference facilities of government
counterparts;
• Saving on utility bills, particularly by switching off the lights, air-conditioners, computers, printers and
UPSes when leaving the office;
• Using VOIP (voice over IP) for international calls rather than local telephone lines;
• Reallocation of Supply and ICT units from 8th to 7th floor in VEFA Centre improved communication and
coordination in operations and the entire office team and resulted in a cost saving in rent of more
than US$6,900 (per year);
• The planned closure of UNERT warehouse in Kurgan Tube and storage of office emergency supplies at no
cost by the Committee of Emergency Situation (CoES) under the Government of Tajikistan planned for early
2013 is expected to result in a saving of US$2,941 for 2013 and US$16,394 for 2014.
Changes in AMP & CPMP

The Government of Tajikistan and UNICEF are currently conducting a Mid-Term Review of the 2010-2015 Country Programme of Cooperation. The MTR will culminate in a formal review meeting in March 2013 and the MTR report will be presented to the UNICEF Executive Board in September 2013. As a result of the MTR, it is expected that a number of changes will be made to the office organogramme and to office priorities, which will be reflected in a revised CPMP and AMP. With the MTR process not being concluded to date, it is premature to report on the nature of these changes at this stage.

Summary Notes and Acronyms

AMP: Annual Management Plan
ANC: Antenatal care
ARV: Anti-retroviral
AS: Agency on Statistics
C4D: Communication for Development
CEECIS: Central and East Europe and Commonwealth of Independent States
CBI: Competency-Based Interviewing
CBR: Community-Based Rehabilitation
CMT: Country Management Team
CoES: Committee on Emergency Situations and Civil Defence
CO: Country Office
CP: Country Programme
CPAP: Country Programme Action Plan
CRC: Contract Review Committee
CRU: Child Rights Unit
CSO: Civil Society Organization
CWD: Children with Disabilities
DCT: Direct Cash Transfer
DED: District Education Department
DFAM: Department of Finance and Administrative Management
DIPECHO: ECHO Disaster Preparedness Programme
DRMP: Disaster Risk Management Project
DRR: Disaster Risk Reduction
DRS: Districts of Republican Subordination
ECD: Early Childhood Development
ECE: Early Childhood Education
ECHO: European Community Humanitarian Office
ELDS: Early Learning and Development Standards
EPI: Expanded Programme of Immunization
EWEA: Early Warning Early Action
GBAO: Gorno-Badakhshan Autonomous Oblast
GE: Girls Education
GIZ: German Technical Cooperation
GoT: Government of Tajikistan
GPE: Global Partnership for Education
GS: General Staff
HAC: Humanitarian Action for Children
HACT: Harmonized Approach to Cash Transfers
HIV/AIDS: Human immunodeficiency virus/ acquired immunodeficiency syndrome
IEC: Information Education Communication
ILO: International Labour Organization
IMEP: Integrated Monitoring and Evaluation Plan
IMF: International Monetary Fund
IP: International Personnel
IR: Intermediate result
JAR: Joint Annual Review
JCC: Joint Consultative Committee
JJAP: Juvenile Justice Alternative Project
KAP: Knowledge, Attitude and Practice
LCRB: Local Contract Review Body
LPSB: Local Property Survey Board
LSA: Local Staff Association
LSBE: Life Skills Based Education
LSBHE: Life Skills Based Health Education
LTA: Long-Term Agreement
LTC: Local Training Committee
MDG: Millennium Development Goal
MEDT: Ministry of Economic Development and Trade
M&E: Monitoring and Evaluation
MLSP: Ministry of Labour and Social Protection
MoE: Ministry of Education
MoF: Ministry of Finance
MoH: Ministry of Health
MoU: Memorandum of Understanding
MOSS: Minimal Operational Security Standards
MTR: Mid-term review
NCHS: National Comprehensive Health Strategy
NGO: Non-Governmental Organization
NO: National Officer
NSED: National Strategy for Education Development
NSS: National Statistics Service
OPV: Oral Polio Vaccine
PCR: Programme Component Result
PHC: Primary Health Care
PMTCT: Prevention of Mother to Child Transmission
PMPC: Psychological Medical Pedagogical Consultations
PRSP: Poverty Reduction Strategy Paper
PTA: Parent-Teacher Association
RAM: Results Assessment Module
RCL: Risk Control Library
RCSA: Risk Control & Self-Assessment
RO: Regional Office
SAHU: Social Assistance at Home Unit
SA: Staff Association
SDC: Swiss Development Cooperation
SoD: A Segregation of Duties
SMT: Security Management Team
STI: Sexually Transmitted Infections
SP: Selection panel
SUN: Scaling Up Nutrition
SWAP: Sector Wide Approach to Programming
TOA: Table of Authority
t-OPV: trivalent - Oral Polio Vaccine
TJS: Tajik Somoni
TransMonEE: Transformative Monitoring for Enhanced Equity
UIC: Universal identification code
UNDSS: United Nations Department of Safety and Security
UNDP: United Nations Development Programme
UNERT: United Nations Emergency Reserve in Tajikistan
USAID: United States Agency for International Development
VCT: Voluntary Counseling and testing
VIP: Ventilated Improved Pit
WASH: Water, Sanitation and Hygiene
WB: World Bank
YFHS: Youth Friendly Health Services
Evaluation

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Lessons Learned / Innovation

Youth participation as mainstream programme strategy

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Abstract

Youth participation in various research projects in Tajikistan highlighted the capacity of young people to collect data and to analyse and interpret it. But it also showed that young people are keen and have the capacity to be involved in follow-up action. This led to the realisation that youth participation has the potential to become a mainstream programme strategy, with young people as researchers, analysts, advocates and change makers.

Innovation or Lesson Learned

In 2010 UNICEF conducted a survey of youth opinions of education quality in Tajikistan. The study used qualitative research methods, implemented in close collaboration with youth, to access a wide range of adolescent and youth perspectives and targeted adolescents and youth whose voices have not been or are not often heard.

This study was the first of its kind in the country in which youth themselves were directly involved as trained researchers in the assessment of the quality of education.

In order to ensure the regular participation of young people in the design, development and implementation of UNICEF’s ongoing and future programming, it was noted that there is a need to adequately identify and assess existing youth organizations in the country. Youth who participated in the 2010 research process noted the lack of mechanisms to communicate with youth organizations and the absence of a unified database that has information about all youth organizations. In response to this, in 2012 a Youth organization Mapping Project took place. Like the research this exercise was also led and implemented by youth though the Youth Parliament.

Based on the same model, youth were also involved to play a lead role in the baseline study for the Safe and Friendly Cities Initiative in Dushanbe, focused on violence against children, youth and women.

In the course of these research initiatives, it became clear that young people do not only have capacity to collect data and analyse it, but are also keen to see follow-up action to this research and to play an active role in this follow-up action. This gave rise to the lesson that youth participation has the potential to become a mainstream programming strategy, not limited to research and analysis. Mainstreaming youth participation will become an important focus of the UNICEF Country Programme in Tajikistan in the coming years.

Replicability of the Girls Education project model for all out-of-school children

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Abstract

The Girls' Education project, which is based on community-based data collection and outreach, has the potential to be replicated for all out-of-school children, particularly in the context of the Law on Parental Responsibility in Tajikistan.

Innovation or Lesson Learned

The outreach component of the Girls' Education project that is being implemented since 2006, is based on community-based mapping and data collection activities, including attendance monitoring of all girls in the school catchment who are at risk of dropping out/or dropped out before the end of compulsory cycle. The data collection activities are conducted by the members of Parent-Teacher Associations and Children's Clubs, who undergo three days training before starting data collection.

In 2012, the Ministry of Education issued a Decree and tasked all schools to create Education Commissions in each school. Members of this commission will be responsible for attendance monitoring of all children and implementation of the recently adopted Law on Parental responsibilities.

Once the Education commissions will be established in all school (approximately 4,000) MoE will need extensive support in building the capacity of these commissions in outreach activities, not only for girls but for all out-of-school children. The modules developed and used in the frame of the Girls' Education project can be adapted and used by the Education Commission in each school. UNICEF can play an important role in providing technical/financial assistance in training the members of commissions on how to use the forms and analyse collected data on out-of-school children, thus replicating the essence of the Girls' Education model.