Executive Summary

This 2012 Annual Report outlines milestones and outcomes, representing the progress made against the Multi-Year Work Plan 2012–2013 of the 2010–2015 Country Programme. The report was finalised after five thematic programme reviews held with partners in late November and December 2012. The analysis uses the equity, risk and strategic partnership lenses that the Uzbekistan Country Office (UCO) strategically employs to measure achievements and shortfalls.

**Most important achievements:**

Uzbekistan set up a Social Protection Inter-agency Group (SPIG) to reform the social protection system in the country. The designated group members include high-level officials from the Ministry of Education (MoE), Ministry of Finance (MoF), Ministry of Labour and Social Protection (MoLSP), Ministry of Public Education (MoPE), Ministry of Health (MoH) and the Institute for Social Research under the Cabinet of Ministers. The SPIG was used as forum to discuss sensitive issues, such as vulnerability and the multi-dimensionality of poverty, for the first time ever with international development partners.

Uzbekistan set up a Maternal and Child Health (MCH) reform coordination council, supported by UNICEF’s fruitful MCH leadership-partnership with the MoH, using European Union (EU) funding. This council will coordinate national and international efforts, including pre-service training revision. In line with this, UCO succeeded in leveraging €7.5 million of EU funds for the implementation of Phase II of the ‘Improvement of Mother and Child Health Services’ initiative. The programme has been developed on the basis of the lessons learned from Phase I, and aims to strengthen the capacity of 17,000 health professionals in equitable, quality and continuous health care, with special focus on the population living in geographically rural and economically-deprived regions.

As a result of UNICEF’s appointment as the Coordination Agency for the Global Partnership for Education, the first-ever Education SitAn and Education Sector Plan (2013–2016) was finalised for the country. In a significant partnership result, the first-ever donor coordination group on education, with new donors committing funds to the priorities of the Education Sector Plan, was also established.

**Most significant shortfalls:**

The generation of, access to and analysis of reliable data is a major issue. An accurate information management system that provides analysis on the situation of children and women is needed to identify those sections that have been thus far beyond the reach for action.

Progress on the development of a holistic child protection system was a major challenge. There is a need for greater awareness and understanding of the extent and impact of violence, exploitation, neglect and abuse of children. Addressing these issues needs to become a national priority.

The VISION/SAP programme management information system was introduced, and although envisaged in the 2012–2013 Work Plan, was a delaying factor for programme implementation.

**Most important collaborative partnerships:**

The tripartite agreement between UNICEF, MoH and EU represents a joint commitment to wide policy transformation and the implementation of systemic programs for improving child and maternal health. The agreement facilitated financial partnerships with the World Health Organization (WHO), United Nations Population Fund (UNFPA), United Nations Joint Programme on HIV/AIDS (UNAIDS) and others, towards the “A Promise Renewed” initiative.

Country Situation as Affecting Children & Women

Uzbekistan’s economy continued to grow at an official rate of 8.2 per cent over the first nine months of 2012, despite the global economic situation. The country was listed in the lower middle-income group in 2011, and
remained in this World Bank classification in 2012, with Gross National Income (GNI) per capita of US$1,510.

While the official statistics for 2012 will be available in early 2013, the International Monetary Fund (IMF) forecasted the inflation rate at 13 per cent. Official data shows almost full employment nationwide. On the other hand, according to UNDP, 38 per cent of the workforce is employed in the informal sector.

According to unofficial expert opinions, the volume of annual remittance inflows grew from US$3.8 billion in 2011 to over US$5 billion in 2012, reaching 14 per cent of GDP, suggesting a growing trend towards international labour migration. Data from the Central Bank of Russia shows a 30 per cent increase in the volume of money transfers between Russia and Uzbekistan from 2011 to 2012, partly validating the unofficial information on the volume of annual remittance inflows. These remittance inflows constitute the main coping mechanism for low-income families. Adverse consequences related to family disruption and children’s neglect have, however, been observed.

Official statistics indicate a national poverty rate of 19 per cent (based on 2,100 kcal per day) in 2010; however, more recent official publications do not report any data on this aspect. The situation varies greatly between regions, as confirmed by different sources. Official data shows that the divide between the most deprived and the richest areas of the country can be as high as 7 times, if considering poverty rates in the Republic of Karakalpakstan (RoK) and Tashkent city. In consideration of this situation, in 2012, the Government initiated an intense inter-sectoral dialogue to re-shape the social protection system, so that all citizens benefit from and contribute to economic success.

In 2012, Uzbekistan adopted the National Education Sector Plan 2012–2017, resulting from a consultative and strategic planning process. The eight pillars of the Plan include: Pre-school, Primary Education, Secondary Education, Teachers training, Higher Education, Adult Education, Informal and Extra-Curricular Education, and Education for Learners with Special Educational Needs. Quality of education was identified as a priority area to address the disparate needs of different sections of the population.

According to official figures, 36 per cent of the teachers (Grades 1–9) from the rural areas are adequately qualified, as compared to 61 per cent in urban areas. While the enrolment rates in primary education remains high, barriers to regular attendance persist, especially in relation to informal payments being charged, which may be leading to drop-outs during the school-year, especially among children from low-income families. Detailed data on drop-outs is unavailable. Data on inclusive education is also unavailable.

Low enrolment rates remained a challenge in pre-school education. Following the trend registered in recent years, coverage has not shown any major variation and 2012 administrative data recorded 21 per cent enrolment. The Ministry of Public Education (MoPE) has recognized this concern and, in the framework of the Sector Plan, endorsed a strategy to increase the current coverage by 150 per cent by September 2015. Such initiatives complement the efforts to improve the quality of teaching that were strengthened this year with the official adoption of Early Learning Development Standards.

According to the latest official data, the Under-5 Mortality Rate (U5MR) decreased to 14.1 deaths per 1,000 live births, while the Maternal Mortality Ratio (MMR) declined to 23.1 deaths per 100,000 live births. According to the UN Inter-agency Groups on Child and Maternal Mortality, the same indicators are estimated to be 52 deaths per 1,000 live births for U5MR and 30 deaths per 100,000 live births for MMR. Recognizing the importance of further enhancing the quality and effective coverage of health services, the ongoing sector reform has continued to shape directives in line with such needs. Health financing issues are also being gradually addressed; in 2012, 100 per cent of the Expanded Programme on Immunization (EPI) initiative for children in the age group of 0–15 years was funded with Government resources, while in 2011, self-funding was limited to children up to two years of age.

Approximately 24,500 HIV cases were registered by October 2012, representing less than 0.1 per cent of the population. Estimates, however, suggest that the real figure may be three-four times higher. The HIV prevalence in the country is estimated to be the fastest growing in the region. Nevertheless, the Government has continued to record slightly lower levels of new incidents, following a decreasing trend that began in 2009. It is, however, of particular concern that 20-25 per cent of the new infections involve children, with the
majority of the infections originating in hospitals. This situation reflects shortages of equipment and low standards in health institutions, which are more likely to affect children from remote and rural areas, where treatment is also often less readily available.

Estimates suggest there are over 40,000 children in institutions, with the majority constituting children with disabilities. Of this, only 11 per cent are children who have lost one or both parents. An initiative for the deinstitutionalisation of children under the age of three years was launched by the Government.

Security concerns are on the increase, especially with respect to the situation in neighboring Afghanistan and the uncertain developments following the International Security Assistance Force (ISAF) coalition withdrawal by 2014. On several occasions, the Uzbek government has reiterated the need for joint and peaceful efforts. On 8 December 2012, the President stated: “We firmly believe that in the current situation, in order to prevent such a negative turn of events it is necessary to form under UN auspices a dialogue group for Afghanistan, group made up of the neighboring countries, the USA, NATO and Russia.” This speech followed the approval of a bill by the Senate declaring the neutrality of the country, banning its participation in military alliances and prohibiting the establishment of foreign military bases in the country.

The water issue has also been an increasing concern for the Uzbekistan Government. While the causes for water scarcity are multiple, the most often addressed cause is resource-exploitation in water-upstream countries. In September, the President pointed out that such projects could lead to “not just serious confrontation, but even wars”.

## Country Programme Analytical Overview

Regional disparities remain in Uzbekistan, despite growth in the country’s Gross Domestic Product (GDP). While Uzbekistan’s economic growth prospects and its external and fiscal positions remain strong for the medium term, a deceleration in global growth would affect the country’s economy due to weaker demand for Uzbek exports and lower remittances from Russia.

In addition, support for the annual wage and large public investment program, combined with continuing currency depreciation, is expected to put further pressure on inflation in Uzbekistan. Inflation is likely to remain high, undermining the growth and stability needed for a sustained rise in per capita income. The year 2012 was declared as the “Year of Strong Family” and important measures were taken to support the wellbeing of households in the country. These included activities targeting changes to the legislation regarding the minimum allowed age for marriage, improving the legislative base for parental guardianship, creation of special incentives for family business, and additional employment opportunities for women and youth and other sections of the population.

A draft SitAn and determinant analysis undertaken within the Medium-Term Review (MTR) process indicated major barriers/bottlenecks to progress for Uzbekistan’s most disadvantaged children, including: (a) low awareness of gaps in children’s rights and perceptions of a few unresolved issues; (b) gaps in legislation, policies, guidance; (c) social norms relating to traditional views on the upbringing of children (non-interference in family affairs) and the role of the youth in society; and (d) low coverage of services for specific groups, which is an underlying bottleneck for further progress for children’s rights. Within this environment, UCO works to achieve results for the most deprived children and to reduce the various equity challenges generated by these trends, through increasingly upstream work, as well as modelling of innovative approaches, evidence generation, capacity development, and a high level advocacy with the Government of Uzbekistan (GoU) to prioritise equity and social inclusion in public policy and decision-making.

UNICEF advocacy was more direct this year, with greater focus on using evidence and messaging. Partnerships continued to be reoriented to ensure they were highly strategic. Deeper analysis of barriers/bottlenecks for planned results highlighted the importance of Communication for Development (C4D).

The sectoral annual reviews highlighted:

1. Areas for improvement in UNICEF performance:
(a) Introduction of a systematic review of partnership effectiveness;
(b) Identifying more effective ways to solicit stronger leadership on children’s issues.

2. Issues for greater focus:

(a) Strengthening the capacities of parents, communities and primary level health care providers on nutrition, health promotion and health communication to empower families;
(b) Inclusive education initiatives to develop systems for implementation;
(c) Technical support for the development of an inter-ministerial strategic plan for de-institutionalisation;
(d) Strong advocacy for improved production and access to data for national planning and policy
development, in particular for gathering and analysing critical information on children and women through
multiple indicator cluster surveys.

The Country Office was conducting its Mid-Term Review and a final high level meeting was planned for May
2013. Within this exercise, potential changes will be discussed and agreed with the GoU. The Mid-term
Review recommendations will be reflected in the Management Plan and the Country Programme Management
Plan (CPMP). Technical support from the Regional Office will be sought during this process.

Humanitarian Assistance
Uzbekistan was not affected by any major natural disaster in 2012. In the absence of a formalised
humanitarian cluster approach, the United Nations Agencies mainly focused on Disaster Risk Reduction (DRR)
and strengthening of emergency preparedness and response capacities.

UNICEF contributed to emergency preparedness activities by undertaking thorough assessment of Water,
Sanitation and Hygiene (WASH) programming, including WASH in Emergency. The report provided a set of
recommendations that will be analysed and taken into consideration within the Mid-Term Review process.

The UNICEF Country Office has also prepared an Initial Rapid Assessment tool for emergency situations,
which includes activities related to WASH.

Effective Advocacy

Mostly met benchmarks

Within the ongoing Medium-Term Review exercise, advocacy strategies were fine-tuned based on the equity
mapping of all 14 regions, using key Millennium Development Goal (MDG) indicators. The Uzbekistan Country
Office met with all the Regional Authorities to advocate programme and policy interventions on the most
disadvantaged. This tour of the country served as an occasion to raise sensitive issues, as well as to advocate
for programme adjustments, based on regional specificities and peculiarities. Child labour and children in
institutions were important topics of this advocacy and programmatic activity.

The outcomes of cost-effective, high-impact Maternal and Child Health (MCH) interventions in eight regions
guided the advocacy for country-wide expansion of the related GoU-EU-UNICEF joint project budgeted at €6.6
million, leveraging EU funds. UNICEF advocacy led to the formation of a Coordination Council for sector
oversight, MCH strategy development and medical curriculum revision.

Based on a 2 per cent increase in pre-school enrolment in 38 pilot districts, UNICEF advocated for improving
the quality of early learning and school readiness, supported by Pre-school Committees in six regions—an
important step forward in addressing the long-standing social norm of keeping children at home before
admission to primary school.

Advocacy to end the placement of children under three years in institutions resulted in high-level Government
participation in the Sofia conference. A forum of key stakeholders was convened to review the current system
of social protection for the most vulnerable families and implement the Sofia recommendations. Ongoing
advocacy with parliamentarians and ministries for a national social work service and de-institutionalisation
included dissemination of United Nations standards for Alternative Care for Children through workshop presentations and publication of the UNICEF-OHCHR Office for Europe booklet, ‘A Call to Action: End placing children under three years in institutions’.

Promotion of de-institutionalisation programmes and justice for children principles with Government agencies led to a Cabinet of Ministers decree on child protection and its adoption into relevant ministry work plans for 2012–2013. UNICEF’s child labour observations in cotton farms allowed it to conduct a formal and informal dialogue with the Government on the health, nutrition, education and protection related impact and build an explicit rationale for the eradication of child labour in cotton production. A stakeholder dialogue on child labour substitution strategies related to cotton picking was initiated.

UNICEF maintained high-level contact with the donor/diplomatic community, sharing information, evidence and knowledge to leverage their interest in and commitment to the children’s agenda.

UNICEF successfully advocated for endorsement of the "A Promised Renewed” initiative, which has also been adopted by other United Nations Agencies.

The following are the weblinks to UCO’s online media packages:

(1) <http://www.unicef.org/infobycountry/uzbekistan_61012.html>
(2) <http://www.unicef.org/infobycountry/uzbekistan_60778.html>
(3) <http://www.unicef.org/infobycountry/uzbekistan_60378.html>
(4) <http://www.unicef.org/infobycountry/uzbekistan_59934.html>
(5) <http://www.unicef.org/infobycountry/uzbekistan_58414.html>
(8) <http://www.youtube.com/watch?v=8KppmstW9xM>
(9) <http://www.youtube.com/watch?v=rE03VD3XPLe&feature=relmfu>
(10) <http://www.youtube.com/watch?v=QqZrnoOF2Sw>

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**Capacity Development**

*Fully met benchmarks*

Through trainings provided by Mid-Level Management (MLM) trainers in selected regions of the country, 300 primary health care workers gained the knowledge and skills to provide quality services in the area of immunisation. Five regions with the highest infant mortality rate were covered by additional Effective Perinatal Care (EPC) trainings.

UNICEF, WHO and INRAN conducted a Training of Trainers (ToT) for national specialists on modern lab methods for the monitoring of micronutrient deficiencies. Following this, Primary Health Care (PHC) lab technicians were trained to study haemoglobin in children benefitting from the “Improvement of IYCF and Home Fortification” project in the Republic of Karakalpakstan (RoK). The PHC specialists were given ToTs on child anthropometry in Fergana Valley. In order to boost the capacity of medical workers involved in the “Improvement of IYCF and Home Fortification” project in RoK, the same PHC workers attended Primary Integrated Management of Childhood Illness (P-IMCI) trainings. All of these are part of the national nutrition surveillance system.

UNICEF has continued to support the Ministry of Health in strengthening the capacities of health professionals in the area of Prevention of Mother-To-Child Transmission (PMTCT) of HIV and Paediatric AIDS. Over 400 health professionals gained knowledge and skills in the integration of PMTCT into the Effective Perinatal Care
(EPC) programme. Special emphasis was placed on introducing new monitoring tools on PMTCT, which helped to strengthen the capacities of health facilities and regional health administrations to ensure the quality of PMTCT services in selected regions of the country.

In addition, UNICEF supported the integration of Paediatric HIV within the Integrated Management of Childhood Illness (IMCI) training program, which led to a significant increase of the capacities of health workers at the primary level, with more than 800 General Practitioner (GP) doctors trained in five regions of the country. These efforts help to identify HIV in children at the earlier stages, as well as to provide quality health care to HIV-positive children at the PHC level.

UNICEF coordinated and provided technical assistance to develop an Education Sector Plan requiring inter-ministerial planning for education. Personnel from five ministries gained knowledge and capacities in long-term planning, including developing indicators and action plans. International experts helped to enhance the planning and implementation capacity of Government educators in the areas of Early Learning Development Standards (ELDS), developing a monitoring system based on Child-Friendly School (CFS) principles, and improving teacher-training curriculum.

UNICEF’s CFS model has been integrated throughout the education system, improving the quality of education. Readings based on CFS principles were delivered by the MoPE to 416,000 teachers and 3,196 methodologists during the August teachers’ conferences. International expertise on the teachers-training curriculum has improved the curriculum in institutes across the country. The MoPE is developing a monitoring system based on CFS principles.

Using a holistic, system-based and inter-sectoral approach in supporting child care reform and promoting the ‘Call to Action preventing institutionalisation of children under 3’, UNICEF organized a study tour for key policy-makers, covering international examples of good practices for the gate-keeping methodology and children’s social work services. Based on international gate-keeping standards and best practices, UNICEF supported the development of training modules and training for district judges on decision-making with regards to children without parental care.

**Communication for Development**

*Fully met benchmarks*

Communication for Development (C4D) intervention strengthened the equity refocus of the country programme through convergent and cross-cutting interventions.

Community-based participatory learning and action processes were integrated into the scaling up of the MoH-EU-UNICEF partnership project for the improvement of mother and child health.

A series of innovative community mobilization activities, such as street theatre plays and meetings with ‘luli’ (gypsy) communities, were initiated by the MoH, with technical and financial support from UNICEF. Coverage data shows that this strategy has contributed to increasing demand for routine and supplementary immunisation among the most disadvantaged groups of the population (mobile, semi-mobile, living in remote areas), increasing immunisation coverage in low immunity pockets to 98 per cent.

Communication for Development was instrumental in applying participatory research tools to understand from parents the reasons for sending/not sending children to pre-school. Community health advisors at the sub-regional level were trained in simple participatory research methods. Contrary to the belief that parents did not value pre-school education, 3,000 participant interviews indicated that they did not find the quality good enough.

A youth NGO partnered with UNICEF to initiate peer-to-peer dialogues to give adults an opportunity to know adolescents, particularly the most disadvantaged, and enable them to express their views. These dialogues...
contributed to the development of the first three episodes of an Entertainment-Education (EE) soap opera for adolescents aged 12–16 years, discussing issues of inclusion, diversity and protection from abuse and violence.

**Service Delivery**

*Fully met benchmarks*

Over 150,000 children in the age group of 2–5 years from the Republic of Karakalpakstan (RoK), one of the most deprived regions, benefitted from two rounds of Vitamin A supplementation and de-worming during the “Healthy Child Week”. The intervention was combined with the capacity development of health workers to provide nutrition counselling and perform anthropometric measurements.

In addition, 600 children aged 6–12 months from the RoK region received Micronutrient Powders (MNP). Assessment of the impact is ongoing and the results will be used for advocacy and the scaling up of sustainable models.

Psycho-social support for children living with HIV is being provided at seven Day Care Centres across the country, reaching more than 1,500 children in need of such support. Programmes initiated at the Day Care Centres aim at increasing the adherence to Antiretroviral (ARV) treatment, raising awareness on issues associated with HIV and other opportunistic infections, as well as disclosure of status through psychological counselling, including for families with children.

UNICEF provided assistance to the regional government of Fergana to rebuild eight schools and eight kindergartens in the remote enclave of Sokh, resulting in 3,709 minority children returning to school and preschool.

**Strategic Partnerships**

*Fully met benchmarks*

Strategic partnerships with the executive, legislative and judicial bodies, as well as Civil Society Organisations (CSOs), were leveraged to advance UNICEF’s equity agenda.

A Social Protection Inter-Agency Group was established and promoted evidence-based dialogue with the Government to improve the access and quality of social protection services for the most disadvantaged.

As the Coordinating Agency, UNICEF facilitated education sector engagement with the Global Partnership Initiative for Education, resulting in stakeholders’ coordination and development of the first-ever National Education Sector Plan. The Education Sector Plan provides a realistic and sustainable long-term plan for improved delivery of quality education and includes a strong monitoring focus with high-level indicators. A Development Partner Group was formed, bringing together all the parties active in the education sector, providing a structure for donor coordination and funding.

Partnerships with the MoPE and regional Women’s Committees provided a framework for better coordination of education initiatives. This trilateral agreement leveraged more regional funding for pre-school education. Partnerships with the MoPE and Women’s Committee are based on the service delivery cycle, and include situational analysis, planning, monitoring, analytical reporting, and evidence-based decision making for the next cycle.

UNICEF continues to work with WHO on strengthening the Infant and Young Child Feeding (IYCF) initiative and home fortification in RoK. UNICEF also collaborates with WHO and UNFPA on the development of new Maternal and Child Health (MCH) strategy.

The Ministry of Health and UNICEF continued their strategic partnership with the EU by signing an agreement for the implementation of Phase II of the MCH programme, which embodies a joint commitment by all the partners to strengthen health governance, improve the quality of care for mothers and children, and promote...
health-seeking practices among families and communities.

The partnership between MoH, MoPE and UNICEF in promoting the “Hygiene Championship Initiative” in schools led to the formulation of the National SWASH strategy 2013–2015, which was endorsed by the MoH and MoPE, linking education and public health objectives on the improvement of school sanitation and hygiene.

UNICEF Uzbekistan continues its strategic partnership with the Global Fund in the area of PMTCT and the Paediatric AIDS component—which helped to scale up capacity building activities in these areas.

Partnership with the Parliament strengthened child-centred legislation, including a new law on guardianship and trusteeship for improved ‘gate keeping’ and alternative family-based care for children in need of protection.

Partnerships with the In-Service Training Centre and the Public Fund for Media Support contributed to improved and consistent coverage of children's issues, especially U5 mortality reduction, preventing the placement of children under three in institutions, and early learning. Child rights based courses for journalism students were piloted in partnership with the University of World Languages.

A new partnership with the National Library provided opportunities to share knowledge with visiting students (approximately 1,500/day) on the rights of children and adolescents through UNICEF studies and discussion forums.

**Knowledge Management**

*Mostly met benchmarks*

The Uzbekistan Country Office (UCO) has established a Knowledge Management (KM) taskforce that has prepared a plan of action for the programme duration. The taskforce has also adopted Terms of References (TORs). UCO is working to increase the generation, dissemination, and use of knowledge by staff and partners. A staff survey provided focus for an action plan on processes, including on the use of credible sources, knowledge documentation and sharing. Presentations have been made (either by staff or by visiting experts) on how to access e-journals, subscribing to Selective Dissemination of Information (SDI) digests, a new remote school initiative, a WASH consultant report, and a new Education Sector Plan, as part of the Global Partnership for Education (GPE) initiative. These have proven to be popular and now staff members request to be able to present information at these sessions. The KM taskforce will also be requesting all visiting international consultants to make a presentation to the staff.

UNICEF assisted its partners in gathering knowledge for decision-making. Study tours provided Government decision-makers with international best practice in health technologies, juvenile justice, youth programs, and deinstitutionalisation. Assisted by UNICEF’s C4D and ECD officers, a government partner conducted participatory research on parents’ perceptions of pre-school. The local government expanded coverage from 250 households to over 3,000 households in all 12 districts. The process was shared with other regions interested in conducting their own research.

Copies of UNICEF studies were given to the national library and the Parliament resource centre so that parliamentarians, students, and the public have access to this knowledge. Nevertheless, all the studies need to be available in the Uzbek language or even in Russian. Furthermore, all the studies need to be written in plain and simple language that is more accessible to a broader audience.

The KM Taskforce started by gathering all of the templates (field trip, briefing notes, minutes) being used in one folder on N drive. After a review of the templates, recommendations were made on standardisation. The Office has now improved its archiving and documenting processes (field trip reports are better used and shared, as also are the minutes of all meetings with partners), with both now being monitored and recorded.

Staff members are interested in sharing their knowledge and learning with their colleagues and strategic
discussions between Sections is now a recognized need. Meetings (weekly coordination, monthly programme) are articulated to ensure that information is circulated and becomes more actionable, with clear accountabilities and monitoring. All the meetings are documented.

Further effort is needed to improve the shared drive initiative. There is little documentation on good practices for organising shared drives. A review of UNICEF documents and external practices resulted mostly in outdated recommendations, focussed on naming and filing conventions. Many staff members now rely instead on efficient search engines, such as Google Desktop and Microsoft Search, to find information, even on shared drives. The focus in 2013 will shift to include the facilitation of external knowledge sharing.

**Human Rights Based Approach to Cooperation**

*Fully met benchmarks*

The Uzbekistan Country Office continues to provide its newly recruited staff with Programme Policy and Procedures (PPP) training. During this training, participants increase their knowledge on Human Rights-Based Approach (HRBA) principles, standards and analysis of the capacity gaps of duty bearers to respect and rights holders to claim their rights. New case studies reflective of the country profiles were useful for better understanding of HRBA and contributed to the review of existing programmes through the HRBA. This also allows for a proper framework for situation analysis leading to the Mid-Term Review. Emphasis is placed on the principle of universality and non-discrimination, in coherence with the renewed equity-focussed approach that UNICEF has been promoting in its advocacy and programming. This is expected to contribute to recalibration of the Country Programme strategies and better address key bottlenecks and barriers to determining equity gaps for children, in consultation with Country Programme partners.

The Uzbekistan Country Office incorporates the HRBA into its planning, implementation and monitoring processes across all areas, and prioritises the equal and full realisation of the rights of all children, with a focus on addressing inequity and disparities. Overall, UCO cooperation with the Government aims to ensure that its policies and programmes are consistent with key international human rights instruments, particularly the Convention on the Rights of the Child (CRC) and the Committee on the Elimination of Discrimination against Women (CEDAW). To achieve this, UNICEF promotes evidence-based policies and programmes targeted at the most disadvantaged children, to ensure that every child in Uzbekistan is provided with opportunities to exercise rights to survival, development, participation and protection.

In child protection, HRBA was applied in developing a comprehensive strategic, upstream and systems approach to supporting the development of national child protection prevention and response programmes that address the range of protection risks that children may face. This has involved strengthening of partnerships with a range of stakeholders in order to holistically address issues of coordination, knowledge management, normative framework, service provision, human capacity building, advocacy and awareness-raising.

Within the health programme, HRBA is applied to focus on equitable access to quality health care for the vulnerable population in the Aral Sea area, where child morbidity, mortality and poverty are the highest in the country.

Institutionalising the child-friendly learning environment approach to education has contributed to realising the right of every child to receive a quality education. Promoting inclusive education is based on the right of every child to be included in mainstream education.

**Gender Equality**

*Mostly met benchmarks*

Gender disaggregated data remains an issue. The most recent reports from the GosComStat reveals the considerable prevalence of horizontal segregation by sex in vocational colleges with female students in the education and healthcare sectors, while the ratio of male students is more than twice that of female students.
in construction, agriculture, transport and communication. The UCO programme staff increased understanding of gender equality and mainstreaming by attending a gender workshop facilitated by a United Nations gender specialist in early 2011. This contributed to the promotion of gender equality and empowerment of women and girls through health, education and child protection programmes that had an overall effect on gender balance and women’s empowerment. The capacity-building efforts of medical workers were aimed at improving the health of women and children (boys and girls), increasing women’s control over their fertility, and increasing women’s involvement in decision making, when related to women and their children’s health and development.

Within the ongoing United Nations Development Assistance Framework (UNDAF) Mid-Term Review, some indicators were modified and gender disaggregation was included.

The United Nations Country Team re-established the UN Gender Thematic Group, approved the Terms of Reference (ToR) and the operational plan.

Uzbek families tend to be patriarchal, centred round respect for the elderly and subordination of women, particularly young brides who often live with their in-laws. Mothers are expected to stay at home with children, while fathers go out to work. Using the findings from participatory research, the Early Childhood Development (ECD) component of the Basic Education programme put special focus on including gender perspectives in programming, supporting maslakhatchi/community advisors in several regions in raising awareness and putting emphasis on the importance of the equal participation of mothers and fathers in child development and pre-school education.

Parenting school also considers the gender dimension, while looking into knowledge, attitudes and practices on key behaviours for women and men, which differ depending on the level of education and socio-economic background. Interventions mainly focus on young mothers and their mothers-in-law, as one of the main channels of influence to change attitudes and enhance the responsibility of fathers in child-rearing practices.

The Social Policy programme put special focus on including the gender perspective in the supply and demand side study on pre-school financing, consulting mothers and fathers equally as a consequence. During the observation of child labour in cotton fields, data collected was disaggregated by age and gender. Monitoring teams observed and reported cases where the special needs and protection issues of adolescent girls were not taken into account.

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**Environmental Sustainability**

*Partially met benchmarks*

Uzbekistan is located in one of the most seismically-active zones in the world. With UNICEF’s active advocacy and contributions in the area of Disaster Risk Reduction (DRR), the Cabinet of Ministers formalised its commitment to continuing the work by ratifying a Resolution on disaster preparedness. This program aims to improve the system of prevention, response and preparedness of the population for emergencies. The Resolution clearly demonstrates awareness of the importance of disaster preparedness and commits to countrywide expansion of DRR programmes at the national and regional levels in the education sector, as well as the community as a whole.

In 2012, to improve effectiveness and efficiency in achieving UNDAF Outcome 3 on Environment “Integrate the principles of sustainable development into country policies and programmes”, UNICEF chaired a Disaster Preparedness sub-group involving UNDP, UNESCO, WHO and the United Nations Resident Coordinator (UNRC) within the framework of the relevant thematic group. The sub-group served as a forum for information sharing, looking at best practices and lessons learned, as well as setting targets for the future on disaster preparedness in the country.

The Uzbekistan Country Office has provided its technical support to other United Nations agencies to implement disaster risk reduction projects targeting the most vulnerable population groups and, primarily, women and children. This resulted in increased awareness through the dissemination of information and
involvement of communities and children in activities on disaster preparedness. UCO is also active member of
the UNDAF working group on DRR, providing guidance and reference to other UN agencies (UNICEF is no
longer directly implementing DRR activities).
## Narrative Analysis by Programme Component Results and Intermediate Results

### Rep of Uzbekistan - 4630

### PC 1 - Improvement of quality basic services

**PCR** 4630/A0/04/001 By the end of 2015, children and mothers benefit from quality and increasingly inclusive social services for children.

- **On-track**

**IR** 4630/A0/04/001/001 By 2015, the health system provides quality services for mothers and children in line with adopted legislative and normative frameworks aligned with international standards.

### Progress:

UNICEF continues to be seen by the Government as the subject-matter expert on Mother and Child Health (MCH) services, and by the EU, WB, WHO, UNFPA, and GIZ as the convener of partners that support the MCH sector reform. Following UNICEF advocacy, the first-ever sector Coordination Council was established and mandated to coordinate Maternal and Child Health interventions.

Quality of services was identified by the Ministry of Health (MoH) and UNICEF as one of the main bottlenecks to equitable MCH outcomes and the following steps were undertaken to address this issue: Regionalization of the perinatal care regulatory framework, integration of WHO–UNICEF recommended innovative training packages into pre-service curricula, and continued education and in-service training of health workers.

UNICEF advocacy and support to immunisation resulted in full Government ownership, with funds allocated for the implementation of the multi-year plan. In order to build sustainable results, UNICEF will continue its support to improving the quality of services and increasing caregivers’ demand for quality services.

Capacity building of over 1,200 health professionals on PMTCT and Paediatric AIDS resulted in a reduced MTCT rate. According to the Government, only one case of MTCT was registered since January 2012. Based on the positive results achieved in the five most affected regions on the integration of HIV into the Integrated Management of Childhood Illness (IMCI) initiative, knowledge transfer and capacity building for health workers will extend into 2013. Over 1,500 HIV-positive children received psycho-social assistance through the network of seven Day Care Centres supported by UNICEF.

In Karakalpakstan, the most deprived area of Uzbekistan, 600 children aged 6–12 months benefitted from home fortification through UNICEF equity-focused support. Another 93 per cent of under five-year-old children from the same region benefitted from integrated public health interventions, including Vitamin A supplementation, de-worming child anthropometry and nutrition counselling.

Hygiene promotion and de-worming interventions in three regions, targeting about 1 million children aged 6–11 years, showed a 40 per cent decrease in helmintiasis prevalence. The results were used for the development and adoption of the 2012–2014 de-worming national strategy. About 8,000 children from 15 pilot schools improved basic sanitation and hygiene practices as result of the newly established “Hygiene Championship Initiative”.

- **On-track**

**IR** 4630/A0/04/001/002 By 2015, the education system provides quality and increasingly inclusive services for children in line with the adopted legislative and normative frameworks aligned with the latest global achievements in science and economy.

### Progress:

This year, UNICEF’s program transitioned from school-based projects in six regions to introducing child-

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centred teaching methods into the curricula of all 15 teachers-training institutions. In all, 220 pedagogues and methodologists from the Ministry of Higher and Special Secondary Education (MoHSSE) were trained. The Ministry of Public Education (MoPE) provided all 416,000 teachers and 3,196 methodologists with readings based on UNICEF’s Child-Friendly School (CFS) materials. The Ministry of Public Education has developed an action plan to implement CFS principles nationwide, to be pre-tested in 28 pilot schools with UNICEF assistance. As a result of UNICEF assistance, in order to access the quality of education, the Ministry of Public Education has directed 280 trained monitors to evaluate the attitude of teachers to students, the establishment of a creative and enabling environment, and the involvement of families.

Plans of action by the Ministry of Public Education for increasing the quality of and access to pre-school are being implemented with UNICEF assistance in six regions, resulting in a 52 per cent enrolment increase in 53 resource kindergartens. Regional trainers have trained 2,159 pre-school educators on child-centred teaching methods. Following UNICEF’s advocacy and technical assistance, Early Learning Development Standards, child-centred education and a new curriculum were officially endorsed by the MoHSSE for pedagogical colleges nationwide.

An inclusive education resolution, developed with UNICEF assistance, has been adopted by four ministries. It needs to be promoted to the Cabinet of Ministers and operationalised; progress on this has, however, been delayed due to lack of leadership within the MoPE. UNICEF has established new partnerships with Children’s Centres to pilot a life-skills curriculum for out-of-school children and with ‘Special Olympics’ to advocate for inclusive education with schools and communities.

As the Coordinating Agency, UNICEF assisted the Government to develop an Education Sector Plan covering ECD/Pre-primary, Grades 1–12, Teachers Training, Higher Education, Adult Education, Out-of-School, and Special Needs. The Education Sector Plan will be used to apply for Global Partnership for Education funding.

On-track

IR 4630/A0/04/001/003 By 2015, the system of Social Protection of Children provides preventive, protective and alternative services in selected are in line with international standards.

Progress:

Inputs were made into an 11-month project to develop a normative framework for social work teams in the form of re-drafted family code legislation; no agreement was, however, reached on a final draft that includes a mandate for the establishment of national social work teams. An international study tour and the contracting of an international expert to advise on legislation was undertaken to promote good practices. UNICEF support was also given to the ongoing development of six social work teams to promote good practices. The teams reported positive progress on implementing social work practices.

High-level advocacy for the adoption of social work in Uzbekistan was undertaken with ministries and the Oliy Majlis (Parliament) and partnerships were formed to jointly promote the need for social work with key national stakeholders.

Training modules to promote increased awareness of social work methodology at the district level were developed through partnerships with international and national experts for delivery in 2013 with the Commission of Minors.

Technical support was provided for re-drafting of the Law on Bodies of Trusteeship and Guardianship to provide a legal basis for the development of gate-keeping and improve child protection services. Not all the recommendations were, however, accepted. Legislation is still under consideration by the Government.

Child Protection training modules were developed with international experts and SOS Uzbekistan to provide
curricula for Inspectors of Trusteeship and Guardianship, and regional and district members of the Commission of Minors on UN Guidelines on Alternative Care that promoted improved gate-keeping.

A study tour was undertaken for key policy-makers, covering international examples of good practices for gate-keeping methodology and children’s social work services. Training modules were in the development stage through partnerships with international and national experts, to be used to train district judges on decision-making with regards to children without parental care, based on international gate-keeping standards and best practices.

Advocacy and promotion of the UNICEF Call to Action preventing the institutionalisation of children under the age of three years was undertaken; this included translation, printing and dissemination of UNICEF booklets and information. Work on a normative framework could not be commenced due to a realisation that awareness-raising regarding the theory and practices of family courts was required to promote the necessity to develop a normative framework.

A new partnership was developed with the Supreme Court, along with a significant project to train district civil court judges in every region of the country on introduction to family court practices in line with international standards and conventions.

There is also ongoing cooperation with the Justice for Children Working Group.

**PC 2 - Strengthening national capacity building for policy development and implementation**

**PCR 4630/A0/04/002** By the end of 2015, the country fulfils the remaining observations of the CRC on child rights monitoring, evidence generated and leverage resources for children.

![On-track](https://example.com/)

**IR 4630/A0/04/002/001** By 2015, national social protection and public finance systems adopt equity-focussed, child-sensitive policies and practices.

**Progress:** In July 2012, following UNICEF’s 2011 safety net study and strong advocacy efforts, the First Deputy Prime Minister gave approval for the establishment of the Social Protection Inter-Agency Group (SPIG) tasked with fostering policy changes to reform the social protection system. The designated group members include mid- and high-level officials from the Ministries of Economy, Finance, Labour and Social Protection, Public Education and Health and the Institute for Social Research under the Cabinet of Ministers. The members have supported the formalisation of SPIG’s status by proposing the adoption of a Government resolution to clearly define its mandate and intervention areas.

The SPIG members discussed the issues of vulnerability and multi-dimensionality of poverty and have agreed to support the development of social work and to conduct an analysis of the reasons for children entering institutions and the costs associated with the prevention of institutionalisation, as also with the de-institutionalisation of children. The group has also agreed to support UNICEF’s supply and demand side analyses to inform decisions to reduce barriers to accessing pre-school. UNICEF began work on this study in September with support from two national think-tanks and a strong partnership with the Ministry of Finance. The study, focused on three regions with the lowest pre-school enrolment, will provide evidence for recommending administrative and policy interventions, including financing models.

Furthermore, the SPIG, with strong support from the Ministries of Finance and Labour and Social Protection, agreed to conduct a feasibility study for the development of a single-registry system for better planning of financial resources and for improving access to social protection instruments and services.

The successful operationalisation of the SPIG to promote advocacy and alternative measures of social protection is critical, as the Government of Uzbekistan has announced a significant reduction in social allowance benefits. UNICEF’s evidenced-based advocacy work will continue to demonstrate that an effective social protection system is essential for both realising the rights of children and for cost effectiveness in the long run.
**Progress:**

In 2012, complementing the 2011 work of the National Human Rights Center, UNICEF conducted an in-depth situation analysis of the child rights monitoring system, which revealed significant barriers and bottlenecks. Effective monitoring continues to be hindered due to gaps in state policy and practice, the lack of an integrated data collection system and weak/non-existent disaggregated data. In addition to the ongoing advocacy for improved monitoring and data collection at the national level, UNICEF’s programme areas continue to be focused on capacity building and partnership of regional government administration and civil society in the most disadvantaged regions.

Led by The Academy of State Governance, UNICEF supported inter-sectoral meetings with the Government and NGOs in six regions to discuss the development, implementation and monitoring of the Regional Plans of Action (RPAs) on Child Well-being. Individual meetings were also conducted with senior level regional government officials to discuss the key areas for partnership. An analysis of Inter-Sectoral Working Groups in six regions revealed weaknesses in the coordination of child rights implementation and monitoring.

Based upon the assessments, Inter-Sectoral Working Groups in four regions and 22 NGOs—with more than half of them being grass-roots level NGOs—in seven regions were selected for intensive advocacy and capacity-building efforts. UNICEF, assisted by the Academy of State Governance, is facilitating regional collaboration. Local governments and NGOs have selected priority child rights issues in their respective regions. UNICEF, in partnership with The Academy of State Governance will lead regional teams through the process of implementing and monitoring small-scale initiatives to support the objectives in the RPAs.

UNICEF’s partnership with The Academy of State Government also included advocacy and awareness-raising with students and professors, including half-day seminars focussed on the CRC principals, the importance of investing in early childhood development and key areas of emphasis for reforming the social protection system.

**PC 3 - Cross-sectoral costs**

**PCR 4630/A0/04/003 Programme cross-sectoral**

**IR 4630/A0/04/003/001 IR 3.1 - By 2015, research-based advocacy, partnership and C4D strategies enable children, mothers and youth, especially the disadvantaged, to access improved and inclusive social services, practice positive behaviour and realise their rights in a supportive and caring environment.**

**Progress:**

The partnership with Oliy Majlis (Parliament) was strengthened and enabled Members of Parliament (MPs) to integrate child rights into the legislative process and monitor their implementation against international norms and standards. Thematic parliamentary round tables became an important forum for a child rights dialogue among legislators, Government agencies, and Civil Society Organisations, particularly on addressing the rights of children without parental care, with special needs and in need of protection.

Partnerships with the International In-Service Training Centre for Journalists and the Public Fund for Support of Print Media and News Agencies were strengthened, contributing to the improved and consistent coverage of children’s issues. Child rights based, capacity-building workshops were held in seven regions and will be expanded into all 14 regions to equip journalists with tools for equity-focussed and ethical reporting on children. An informal pool of journalists, committed to children’s issues, was created. These networks initiated discussions on child health and education, and supported various child-related campaigns.
rights based credit courses were piloted at the University of World Languages for Bachelor’s and Master’s level journalism students.

In partnership with the Association of Support to Children and Families, a set of participatory sustainable community-level, peer-to-peer and adolescent-adult dialogues were initiated to strengthen the implementation of child rights and ensure better participation of children, particularly the most disadvantaged.

The Uzbekistan Country Office’s equity-focussed advocacy on topical children’s issues was supported through periodic thematic briefings for international and bilateral development partners, child rights exhibitions, an e-newsletter with circulation to over 400 readers, and quality multimedia packages to UNICEF global and regional web-based platforms. The UCO home page is being currently revamped to ensure effective information and knowledge sharing with diverse audiences within and outside the country.

The C4D capacity of UNICEF programme staff and main national counterparts, particularly the Ministry of Health’s institutional capacity at the central level, was built with support from the Regional Office.

Strategies and action plans are in place for the promotion of key household practices through an innovative Participatory Learning and Action (PLA) approach in two pilot regions, as an integral part of the MCH project Phase II.

C4D support to the Education Sector was instrumental in applying participatory research tools and building partner capacities in participatory research methodologies at the ‘oblast’ (regional) level. Participatory qualitative research methodologies will be improved and expanded in more oblasts in response to institutional demand.

In partnership with ‘Uzbektelefilm’, the development of three pilot episodes of a TV serial commenced, based on audience research and using an Entertainment-Education (EE) format to promote key health, hygiene, nutrition, education and child protection behaviour among adolescents aged 12–16 years and their caregivers. Participatory research involving the most vulnerable children (i.e. with special needs, ethnic minorities) was conducted to inform the design and content prioritisation of the serial.

**IR 4630/A0/04/003/002 IR 3.2 - Throughout the Country Programme cycle, the cross-sectoral Monitoring and Evaluation (M&E) framework constantly adapts to changing needs and informs the Country Office’s evidence- and results-based planning and programming with HRBA.**

**Progress:**

The Integrated Monitoring and Evaluation Plan (IMEP) was implemented as planned, with 70 per cent of it rolled out in 2012. An advanced Draft Situation Analysis of Children and Women (SitAn) was completed and reviewed internally. The final SiTan will be used during the Mid-Term Review process, as well as in the determinant analysis exercises. The Mid-Term Review allows for the re-aligning of priorities and strategies for the 2010–2015 Country Programme of Cooperation between the Government of Uzbekistan and UNICEF; the final result is expected in 2013.

**PCR 4630/A0/04/800 PCR support**

**Progress:**

The major achievements for this PCR include correct and timely processing and implementation of activities that enabled the smooth functioning of the Country Office’s operations and the Office as a whole. These activities, as described per the Intermediate Results (IRs) below, included administrative, financial, HR and ICT aspects of support to the Office (including operations unit staff needed to support office structure and programme). These activities also included administrative and operational tasks required to sustain office

functioning on a daily basis, with the timely provision of supplies, services and knowledge required to perform these required tasks.

**On-track**

**IR 4630/A0/04/800/001 IR 4.1- Effective and efficient Governance and Systems.**

**Progress:**

The funds utilised under this IR contributed to the overall achievement of the Country Office’s goals through the provision of facilities necessary for office functioning, specifically in the areas of Hospitality and Internet/Communication costs.

Under the IR’s Hospitality component, the funds were utilised to strengthen the networks and relationships that UNICEF has with implementing partners, key stakeholders and international organisations, as well as with the donor community. Under the Communication component of the IR, the funds were utilised to strengthen efficient and effective internet services and reliable mobile and fixed communication within the Country Office, as well as to enable fail-safe communication outside the Country Office, as part of Business Continuity and Enterprise Risk Management.

With the exception of the unutilised portion of the Hospitality funds and a portion of Communication costs—which will be effectuated by the CEE-CIS Regional Office (RO) for Geneva-based communication services—totalling up to US$1,952, all the funds under this IR were fully utilised.

**On-track**

**IR 4630/A0/04/800/002 IR 4.2 - Effective and efficient Management and Stewardship of Financial Resources.**

**Progress:**

UNICEF provided human resource support through this IR, with the funds utilised to primarily help the organisation contribute to the achievement of other IRs within the programme components, or across programme components in the Country Programme of cooperation. (The staff costs included costs for the posts of Finance Assistant, HR/Admin Assistant, ICT Assistant, Driver and Communication Officer).

Funds utilised under the Operating Expenses component of this IR contributed to the overall achievement of the Country Office’s goals through the provision of facilities necessary for office functioning. These costs included maintenance of office space with related costs thereof, maintenance of IT equipment, vehicle fleet, provision of necessary office supplies, including equipment, and other administration-related costs.

Funds utilised under the Travel component of this IR mainly contributed to achievements in the field of learning and knowledge through trainings/workshops/meetings focused on knowledge sharing and exchange, as well as targeted field monitoring visits. The Country Office Representative, Chief of Operations and Finance Assistant attended important training sessions/workshops in their respective areas of work and intervention.

The Country Office Representative participated in two Regional Management Team sessions, while the Chief of Operations participated in the PPP training. The Chief of Operations and Finance Assistant participated in Operations cluster meetings/training, with the main focus on the regional transformation agenda and the future role of operations. Furthermore, the Country Office Representative, Chief of Operations and Finance Assistant undertook targeted field monitoring trips and, on behalf of Operations, also participated in joint spot checks of the Implementation Partners.

All the funds under this IR were fully utilised.
IR 4630/A0/04/800/003 IR 4.3 - Effective and efficient management of Human Capacity.

Progress:

The funds utilised under this IR contributed to overall improved staff welfare within the Country Office, specifically in the area of Staff Well-Being funds.

All the funds under this IR were fully utilised.
**Effective Governance Structure**

The year 2012 was the first year of the 2012–2013 Multi-Year Work Plan (MYWP). The governance structure and mechanisms of the previous year were effectively used to monitor the implementation of the five MYWPs (four were signed with partners, while one was internal, covering advocacy, communication and C4D). The Uzbekistan Country Office’s (UCO) objectives, priorities and results were defined through a participatory process in the Multi-Year Management Plan (MYMP) for 2012–2013 with the staff and performance indicators were outlined.

The Country Management Team (CMT) and the Joint Consultative Committee (JCC) met regularly to monitor and take strategic decisions to achieve excellence in office management. Staff concerns remained high priority, with ample time allocated to training and capacity building; a staff retreat was held with training on performance management. All the oversight structures are fully functional, including those in relation to emergency risk management.

The CMT undertook major initiatives over the past 12 months to improve operations and programme management performance and achieve quality assurance. This included approval of the MYMP 2012–2013; revised updates of the Statutory Committees for 2012–2013; adoption of the revised and VISION-updated workflows in the areas of Travel, Individual/Institutional Special Service Agreements (SSAs), Sales Orders, Payments, FR, FC and Asset Management; Enterprise Risk Management (ERM) update of the Office Risk Profile and Risk Library; and adoption of the 2012 Supply Plan.

Additionally, the CMT regularly reviewed the status of Office Performance Management Indicators, as also the actions steps and achievements made in the implementation of Audit recommendations resulting from the Audit conducted in August 2012.

The internal Audit, conducted in August 2012, concluded that systems and processes were established and functioning in governance, confirming the accomplishments and efforts made in the area of governance and staff relations. The Office has already implemented 37 per cent of the recommendations in the area of operations and programme management, with all the recommendations to be fully implemented by the first semester of 2013. The Audit was internally piloted by a specific taskforce that was established based on the former SAP/VISION taskforce.

An Office Learning Plan was developed for a two-year period and is regularly being monitored by the JCC and adapted by the CMT. Ensuring staff well-being and maintaining high staff morale are constant priorities of the JCC. The JCC met five times during the year to monitor the Office Staff Morale Improvement Plan (SMIP) developed for follow-up action on the Staff Morale Survey. The JCC also agrees on decisions that affect all Office management. The SMIP was developed in late 2011 as a follow up to the Global Staff Survey with action points and clear individual accountabilities and included areas for improvement, including in accountability and transparency, information flow and communication, office efficiency, professional and career development and the role of the Local Staff Association (LSA).

An assessment conducted in late 2012 revealed important progresses made in different aspects of the SMIP, including completion of translation into Russian and refreshers on the Code of Conduct and Code of Ethics and inclusion of these in the induction plans for new staff, sharing of minutes of meetings and action points with all staff, and the establishment of Monthly Learning Hours, among others.

**Strategic Risk Management**

The Uzbekistan Country Office’s risk analysis and self-assessment is regularly updated and ERM (the office has a well functioning ERM taskforce) is used to lead decision-making processes and management decisions within the CMT. The Multi-Year Management Plan and specific Work Plans, where applicable, have been tailored to mitigate the risks identified (with connected directions to facilitate action and monitoring). A well-established plan for progressively switching to bank transfer of Direct Cash Transfers (DCTs) has been put in place and has already been fully implemented; alternative strategies to limit consequent delays in programme
implementation have been identified. The Early Warning/Early Action and the Business Continuity Plan were both updated.

The Country Office’s self-assessment and risk analysis was reviewed and updated in early 2012. The analysis revealed different degrees of progress in relation to high and medium-high risks. Some risks remained stable and required refining of the action plan to better address the underlying factors. On the other hand, the highest level risk connected with the Direct Cash Transfer modality was significantly reduced, thanks to the effective mitigating strategies that had been put in place.

Additionally, UCO has started with targeted spot checks of the IPs, in line with the Harmonised Approach to Cash Transfers (HACT) principles, thereby increasing the knowledge and capacity building of IPs, while mitigating risks connected with cash transfers to IPs. Given the deferred status of HACT in the Uzbekistan Country Office, UCO will continue to advocate for the United Nations Country Team (UNCT) and the Uzbekistan Government to start with full implementation of HACT, with related macro, micro and spot-check activities—all in accordance with HACT and the Paris-Rome Declarations.

Emergency Preparedness and Response (EPR) was part of the 2011 log-frames and was again included in the 2012 Work Plans (also submitted to the Ministry of Security). The Early Warning/Early Action website is updated regularly. In response to risk assessments, the Business Continuity Plan was updated in October 2011 to reflect the changing environment, staff and other requirements.

The security plan, emergency lists and contact points for the Emergency Preparedness and Response Program (EPRP) and the Warden System Tree lists were updated regularly. Warden exercises were tested successfully in May 2012, and fire-drill exercises within the Office were also conducted.

### Evaluation

The Multi-Year Integrated Monitoring, Evaluation and Research Plan (IMEP) for 2012–2013 was developed with the programme sections, Monitoring & Evaluation (M&E) and the Programme Coordination function to ensure the Plan was tailored to the priority information gaps of the Country Programme, and evidence-generation was properly coordinated. Overall, the IMEP was met for about 70 per cent of the studies planned for the first year. No evaluations were planned for 2012.

As a result of the evaluation function’s enhancement process initiated in 2011 in the Country Office, the Formative Evaluation of the Integrated Maternal and Child Health Services Phase I was rated as “outstanding” by the UNICEF Global Evaluation Report Oversight System after a meta-evaluation conducted in mid-2012. For the evaluation, a joint Management Response plan was developed at the beginning of the year in collaboration with the main partners. Prioritizing the recommendations and the follow-up actions contributed to better-focussed advocacy efforts and helped in re-orienting the design of the second phase of intervention building on the analysis of achievements and lessons learned. The participatory approach adopted throughout the whole process, from the development of the Terms of Reference (ToR) to the Management Response to the Evaluation, greatly facilitated ownership over and consistent use of the findings.

The in-country capacity for evaluations does not always allow analysis in line with UNICEF standards. The evaluation function is nearly absent in the national institutional framework, while monitoring is used as an investigation and audit function. The findings are used to inform the disciplinary mechanism, and rarely to improve performance. As a consequence, country-led evaluations are not yet a common practice, and evaluations that take place are generally promoted by international agencies in partnership, at different levels, with national institutions. There is no national evaluation society in the country.

UNICEF evaluations are usually conducted by internationally-hired experts; however, at times, depending on the typology of the assessment, relying on local research agencies is required. The Country Office is increasingly opting for peering national and international research agencies, thereby contributing to capacity building and assuring quality and independence. In addition, the Country Office has been encouraging joint processes, together with its partners, to facilitate ownership and capacity building for managing evaluations. Inter-sectoral steering committees, with the
relevant partners, are created to oversee and guarantee coordinated involvement throughout the evaluation process.

## Effective Use of Information and Communication Technology

Continued and reliable availability of Information and Communication Technology (ICT) networks, systems, data, resources, and effective user support were ensured in 2012, in accordance with the Information Technology Systems and Services (ITSS) objectives and standards. The work of the ICT section was validated with positive ratings by the UNICEF Internal Audit conducted in 2012.

All computers (for SAP/VISION users) were updated with new versions of the standard SAP GUI client v.720 and SP log-on pads were updated and were ready for a 1 January 2012 go-live of VISION. As part of the overall ICT support services related to the ongoing functioning of SAP/VISION, UCO regularly used Service Manager 9.2 as an ICT tool and all end-user support was managed through Service Manager 9.2 (SM 9.2). The rollout of SAP was smooth, with preparatory activities conducted, and no technical issues encountered. In late 2012, UCO conducted and successfully completed a clean-up exercise related to the Segregation of Duties conflict. User violations with high and medium priority were mitigated and violations with low priority were accepted (given the existing situation of no redundancies in the Operations section). There are still a number of challenges within SAP/VISION, mostly relating to application matters as opposed to technical set-up and functioning, but these are being addressed by HQ.

In accordance with the UNICEF Global ITSS Plan, UCO completed the planned migration from the old server to the new virtualized infrastructure, with the deployment of Windows Server 2008 R2. As a result of migrating physical servers over to virtual machines and consolidating them into one physical server, UCO achieved greater synergy of available ICT resources, while reducing monthly power and cooling costs in the server room. During the reporting period, uzbafir01 and uzbamail01 servers were migrated to Windows 2008 R2 and a new uzbawsus01 server was deployed for automatic update deployment.

Service Manager 9.2 became a standard tool and end-user support was managed through Service Manager 9.2 (SM 9.2). Dozens of interactions were created by users. Interactions that could not be solved locally were escalated to GHD. The Knowledge Management future of SM9.2 was very useful to solve most common IT-related problems. Change tasks also were assigned to the ICT Assistant through Service Manager 9.2.

One of the aspects of optimising UCO IT Management was related to Internet connectivity issues. In 2012, corporate traffic was separated from Internet traffic. UCO took the opportunity to review the existing ISP contracts and was to enter into new and less costly contracts as of 1 January 2013, thereby ensuring greater stability, speed of 2 mbps and cost savings.

A draft version of the ICT Procurement Plan for 2013 was being finalised and included necessary replacements of out-of-date IT equipment planned for 2013.

The UCO ICT Assistant took part in Emergency Telecommunications Training in Uganda and was among only 10 other ICT Assistants who were granted an Advanced Certificate. During 2012, EPRP inputs related to ICT were provided and testing of the ICT aspects of the Business Continuity Plan (BCP) was completed and documented.

## Fund-raising and Donor Relations

The Country Office submitted donor reports on time and in line with quality standards, with the exception of one donor report that was delayed due to schedule adjustments agreed upon with the donor.

By the end of 2012, a total of US$13,282,000 of Other Resources (OR) was mobilized for the six-year Country Programme of Cooperation. At this pace, the OR ceiling of US$22,500,000 should be reached approximately one year before the end of the Country Programme. However, given the changing environment in the aid community and the global economic situation, Uzbekistan—being a lower middle income country with low priority for most donors—does not seem to be favoured in terms of fund-raising opportunities, which are
expected to sensibly decrease in the near future. The Country Office will review the ceiling during the upcoming Mid-Term Review considering all factors.

A two-tier management performance monitoring system tracks expiring grants at the programme section and programme coordination levels on a monthly basis. As a result, all grants expired in 2012 were utilised to the extent of 97 per cent or more, and no grant extensions were requested.

Management of Financial and Other Assets

In 2012, a UNICEF Internal Audit was conducted in the Uzbekistan Country Office. The Office of Internal Audit (OIA) noted overall satisfactory levels in all areas, including Operations, with eight recommendations for improvement, which UCO has begun implementing and will continue implementing in 2013.

All operational targets and indicators related to the management of assets were fully met, including in the areas of finance and asset management. This continues the trend of the Country Office successfully safeguarding the financial and other assets of the organisation in order to ensure their efficient, timely, cost-effective and transparent utilisation.

The Programme and CMT meetings regularly reviewed office performance indicators. This constant monitoring throughout the year ensured that performance indicators and goals, including those related to operations management, were routinely monitored and met.

The Table of Authority was revised in June and December 2012 to include and accurately reflect the SAP/VISION procurement release strategy, new staff arrivals and staff accountabilities, respectively. Additionally, delegation and acceptance of delegation of financial signing authority letters were issued and signed by staff with SAP financial rights in December 2012.

All financial closures (semi-annual, annual and monthly) were successfully completed in full compliance with the prescribed deadlines, including bank reconciliations. The Country Office had no outstanding non-reconciled financial accounting transactions in 2012, since the Office introduced the practice of reconciling transactions on a daily basis. The Country Office continues to effectively optimise local bank account balances. Quarterly and monthly cash forecasts, bi-weekly replenishment requests, as well as month-end positions are all carefully reviewed and monitored.

The main constraint in the implementation of activities is the process related to the GoU Grants’ Commission. The Grants’ Commission established by the government for monitoring and approving donor grants to national counterparts, has adopted strict regulations criteria since 2009. The average time for approval has progressively increased. The clearance process takes from several weeks to months, reducing the efficacy of funding release and programme implementation. Throughout 2012, constant notifications were made to the authorities to speed up the process; however, only limited progress was noted and UCO will continue to advocate for a more efficient approach with the Government, which is also part of the follow-up of recommendations noted by the Audit. The Grants’ Commission, as the key structural constraint, will be further discussed with the GoU during the 2013 MTR exercise.

Despite such challenges, the Office was able to clear all outstanding DCTs for more than nine months, as of 31 December 2012. Effectively, 100 per cent of the Programme Budget Allotment (PBA) was used within the duration agreed with the donor.

The Support Budget was monitored regularly for effective use. As of 31 December 2012, 99 per cent expenditure for the non-local posts category managed by the Country Office was accomplished, with the remaining balances in the Hospitality line and mobile charges to be effectuated by the Regional Office (RO) in January.

Out of an allocation of US$3,337,760.62 of Regular Resources (RR), 99.07 per cent was spent by end of the year. The effective implementation, including OR allocations, amounted to US$5,482,692.46, reaching 98.16 per cent overall.
Supply Management

All supplies for the year 2012 were procured and delivered on-time, with proven quality of goods/services and quality of suppliers contracted. In the context of a middle income country, the supply component of UCO consisted of procurement of goods (US$300,000) and procurement of services (US$1,444,532). Local procurement accounted for over two-thirds of all supply activities this year.

All supply inputs were created in accordance with UNICEF rules and regulations and provisioned delivery dates. The UCO Supply Plan was completed in April 2012 and reviewed throughout the year to ensure monitoring of its implementation. Monitoring of supplies, including status reports of the Supply plan, was performed as part of the CMT review and was shared with all staff. Furthermore, the monitoring of supplies included conducting a physical inventory of Office assets and programme supplies as part of SAP/VISION year-end activities.

Related to local procurement, and among other supplies, UCO procured goods to equip ECD pre-school centres and schools in the remote enclave of Sokh with educational materials, and this resulted in 3,709 minority children resuming schooling. Overall, the strategic use of supplies contributed significantly to key programmes, especially related to the Health and Education sectors. UNICEF provision of different printed materials was also the key to advocacy and communication activities around Health and Education issues.

In order to support immunisation efforts, the UCO assisted the Uzbekistan Government in strategic sourcing of vaccines, as well as cold room and related equipment for the Cold Chain. The procurement of these goods enabled capacity-building for the Uzbekistan Government in supply chain management. UCO is also involved in assisting the Government in an initiative related to in-kind donation of Vitamin A.

UNICEF collaborated with other United Nations Agencies on supply related to Long-Term Agreements (LTAs) of office supplies and consumables. Apart from the offshore supplies noted above, supplies were procured locally, thus supporting the local markets and enabling the procurement of quality supplies at competitive prices. The status of the local market is improving and the quality of services provided is generally good.

In 2013, the lessons learned will be incorporated to achieve greater synergy of inputs in terms of technical specifications and outputs in terms of goods and services for UNICEF and implementing partners. UCO is planning to undertake a market survey in 2013 and identify possible areas where local procurement could be further enhanced, pending the achievement of satisfactory results both in terms of economies of scale and delivery.

The Uzbekistan Country Office will also focus on exploring possibilities, jointly with other United Nations Agencies, of engaging in LTAs in the areas of printing and ICT equipment, including ICT supplies. This will enable even greater efficiency and effectiveness in utilising UNICEF resources related to supply chain management, while enabling the achievement of UCO goals.

Human Resources

During the year, UCO undertook a consistent number of recruitment processes to fill in vacancies created by the departure of some staff members and the creation of new posts as per the 2010–2015 CP. The Office completed recruitment for four IP and ten national posts, completing full staffing of the Programme and Operations Sections, except for two posts in the Child Protection section, which will be finalised in 2013.

In 2012, besides ongoing management of an office structure for over 50 staff members and long-term contractors/consultants posts, Human Resources also provided guidance, assistance and support for a selection of external consultants and individual contractors.

The Country Office is committed to adhering to the Performance Management Cycle, and special attention is given to the Performance Appraisal System (PAS)/e-Pass process for quality of timely inputs and PAS mid-year and year-end discussions. Key responsibilities and expected results are detailed in the PAS Work Related
Outputs and staff is fully aware that these form the basis for measuring performance. The satisfactory progress of PAS completions has also been monitored as part of Management Performance Indicators by the CMT.

The Country Office supported the participation of staff in various trainings, including staff participation in regional and global meetings. The CO supported staff related to the New and Emerging Talent Initiative (NETI), wherein three staff members were, as a result, placed in the NETI talent pool. In late 2012, four staff members were selected and started training geared towards obtaining a Dynamic Leadership Certificate. To facilitate personal training, staff also utilised flexible working hours and working from home. All trainings and learning events are part of an Office Committee, which regularly reviews and makes timely updates to the Office Training and Learning Plan, and reports on the progress achieved to the CMT and all staff.

Further action points in the Staff Moral Improvement Plan, including harassment, professional and career development and role of the Local Staff Association (LSA) were addressed in the Staff Team-Building retreat held in September 2012. This included training for all staff on motivation, conflict at work, and time and stress management, including communication skills. Additionally, team building included training to staff on Competency-Based Interviews (CBIs) and Performance Management for Supervisors and Supervisees and a Q&A session with the CEE-CIS Chief of HR. The LSA also used the opportunity to review the Constitution of the Staff Association and to update the Staff Morale Improvement Plan. Overall, this important training was well received by all staff for its combination of training, new knowledge and team-building initiatives.

In 2012, the UCO continued with the implementation of personalised induction plans for new staff members. The considerable impact of this new plan, in terms of shortening the introductory learning phase, was well received within the office. All new staff received briefings and training on Security in the Field (online and by UNDSS), as well as on Prohibition of Harassment, Sexual Harassment and Abuse of Authority, by the Office Anti-Harassment Focal Point.

The Uzbekistan Country Office also observes the minimum standards on HIV/AIDS in the workplace. Post-Exposure Prophylaxis (PEP) kits and condoms are available in the office, as well as first-aid kits and basic medicines, including sufficient TAMIFLU.

### Efficiency Gains and Cost Savings

Efficiency gains and savings were achieved in 2012 through the continued use of UNDP Long-Term Agreements for stationery and office supplies and through increased use of ICT technology (video conferencing and Skype for meetings, web-ex sessions and recruitment purposes). Travel of management was limited to the strict minimum, and only economy class travel was practiced. Furthermore, only absolutely necessary ICT equipment was purchased in 2012. The “useful life” of ICT equipment was extended to the maximum. The procurement of other ICT equipment was delayed to avoid procurement of hardware that would be obsolete soon. These savings initiatives were also applied in the area of transport equipment.

In 2013, the Country Office will continue to review its expenditures in programme and operational areas to identify potential areas for further savings. UCO will review and focus on identifying key areas for potential efficiency gains, including in the areas of translation, travel arrangements, training and transportation services. These will be proposed to the Operations Management Team (OMT) as possible areas of common interest, where cost-sharing arrangements could be made and possibly in LTAs and all-UN contracts proposed (including security and maintenance).

### Changes in AMP & CPMP

The Uzbekistan Country Office is currently undergoing its Mid-Term Review exercise and a final high-level meeting is planned for May 2013. During this process, potential changes will be discussed and agreed upon. The Mid-Term Review recommendations will be reflected in the Management Plan and the Country Programme Management Plan (CPMP). Technical support from the Regional Office Management and experts will continue to be sought during this process. Assistance from the regional VISION SMEs will be pursued, as
the need arises.

Management indicators: A list of indicators was defined for the Office management. Regular CMT meetings used these indicators for the regular monitoring of progress and challenges and specific follow-up actions were defined.

Office Learning Plan: As before, this will reflect the global priorities of UNICEF while building the capacity of the UCO staff to perform work.

IMEP: The focus was on better use of evaluation findings and less diffusion (i.e., less in number, but more strategic in value).

Acronyms

<table>
<thead>
<tr>
<th>Acronym</th>
<th>Definition</th>
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<tbody>
<tr>
<td>ADB</td>
<td>Asian Development Bank</td>
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<tr>
<td>AIDS</td>
<td>Acquired Immunodeficiency Syndrome</td>
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<td>ARV</td>
<td>Anti-Retroviral Treatment</td>
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<tr>
<td>BCP</td>
<td>(UNICEF) Business Continuity Plan</td>
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<td>CBI</td>
<td>(UNICEF) Competency-Based Interview</td>
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<td>CEE</td>
<td>Central and Eastern Europe</td>
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<tr>
<td>CEDAW</td>
<td>Committee on the Elimination of Discrimination against Women</td>
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<td>CIS</td>
<td>Commonwealth of Independent States</td>
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<td>CMT</td>
<td>(UNICEF) Country Management Team</td>
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<td>CO</td>
<td>Country Office</td>
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<td>CP</td>
<td>Country Programme</td>
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<td>CPAP</td>
<td>Country Programme Action Plan</td>
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<td>CPD</td>
<td>Country Programme Document</td>
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<td>CPMP</td>
<td>Country Programme Management Plan</td>
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<td>CRC</td>
<td>Convention on the Rights of the Child</td>
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<td>C4D</td>
<td>Communication for Development</td>
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<td>DCT</td>
<td>Direct Cash Transfer</td>
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<td>DIPECHO</td>
<td>Disaster Preparedness European Commissions Humanitarian Aid Programme</td>
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<td>DPG</td>
<td>Development Partner Group</td>
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<td>DRR</td>
<td>Disaster Risk Reduction</td>
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<td>ECD</td>
<td>Early Childhood Development</td>
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<td>ELDS</td>
<td>Early Learning Development Standards</td>
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<td>EPC</td>
<td>Effective Perinatal Care</td>
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<tr>
<td>e-PAS</td>
<td>Electronic Performance Appraisal System</td>
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<td>ERM</td>
<td>Enterprise Risk Management</td>
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<td>EPRP</td>
<td>Emergency Preparedness &amp; Response Plan</td>
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<td>ERP</td>
<td>Enterprise Resource Planning</td>
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<td>EU</td>
<td>European Union</td>
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<tr>
<td>FT</td>
<td>(United Nations) Fixed Term position</td>
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<td>FR</td>
<td>(UNICEF/VISION) Fund Reservation</td>
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<td>FC</td>
<td>(UNICEF/VISION) Fund Commitment</td>
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<tr>
<td>GIZ</td>
<td>German Society for International Co-operation (German acronym)</td>
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<td>GS</td>
<td>(United Nations) General Service staff</td>
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<td>GoU</td>
<td>Government of Uzbekistan</td>
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<td>JICA</td>
<td>Japanese International Cooperation Agency</td>
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<td>JCC</td>
<td>Joint Consultative Committee</td>
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<td>HACT</td>
<td>(United Nations) Harmonised Approach to Cash Transfers</td>
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<td>HR</td>
<td>Human Resources</td>
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<td>HRBA</td>
<td>Human Rights-Based Approach</td>
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<tr>
<td>HIV</td>
<td>Human Immunodeficiency Virus</td>
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<tr>
<td>ICT</td>
<td>Information and Communication Technology</td>
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<tr>
<td>IMEP</td>
<td>(UNICEF) Integrated Monitoring, Evaluation and Research Plan</td>
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<tr>
<td>ISAF</td>
<td>International Security Assistance Force</td>
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<td>ISP</td>
<td>Internet Service Provider</td>
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<tr>
<td>ITSS</td>
<td>Informational Technology Solutions and Services Division</td>
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<td>IYCF</td>
<td>Infant and Young Child Feeding</td>
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<tr>
<td>LSA</td>
<td>Local Staff Association</td>
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<tr>
<td>LTA</td>
<td>Long-Term Agreement (with suppliers)</td>
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<td>MCH</td>
<td>Maternal and child health</td>
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<tr>
<td>M&amp;E</td>
<td>Monitoring and Evaluation</td>
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<td>MLM</td>
<td>Mid-Level Management</td>
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<td>MNP</td>
<td>Micronutrient powder</td>
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MoPE   Ministry of Public Education
MoE    Ministry of Emergency
MoF    Ministry of Finance
MoLSP  Ministry of Labour and Social Protection
MoH    Ministry of Health
MTSP   Medium-Term Strategic Plan
MTR    Mid-Term Review
MYMP   Multi-Year Management Plan
NETI   New and Emerging Talent Initiative
NGO    Non-Governmental Organisation
OIA    Office of Internal Audit
OR     Other Resources
PAS    Performance Appraisal System
PBA    Programme Budget Allotment
PBR    (UNICEF) Programme and Budget Review
PCA    Project Cooperation Agreement
PEP kit Post-Exposure Prophylaxis kit
PER    (United Nations) Staff Performance Evaluation Report
PHC    Primary Health Care
P-IMCI  Primary Integrated Management of Childhood Illness
PMTCT  Prevention of mother to child transmission
RR     Regular Resources
RoK    Republic of Karakalpakstan
SAP/VISION SAP/Virtual Integrated System of Information
SMIP   Staff Morale Improvement Plan
SPIG   Social Protection Inter-Agency Group
SitAn  Situation Analysis
SSA    (UNICEF) Special Service Agreements
SWASH  School Water, Sanitation and Hygiene
TA     (United Nations) Temporary Appointment
TBC    To be confirmed
ToT    Training of Trainers
UCO    Uzbekistan Country Office
UN     United Nations
UNCT   United Nations Country Team
UNDAF  United Nations Development Assistance Framework
UNDG   United Nations Development Group
UNDSS  United Nations Department of Safety and Security
UNDP   United Nations Development Programme
UNESCO United Nations Economic, Scientific and Cultural Organisation
UNICEF United Nations International Children’s Emergency Fund
UNRC   United Nations Resident Coordinator
WASH   Water, Sanitation and Hygiene
WB     World Bank
WHO    World Health Organisation
WPs    Work Plans

**Evaluation**

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<td>2012/001</td>
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<td>2 Situation Analysis of the Education Sector in Uzbekistan in the framework of Global Partnership for Education</td>
<td>2012/001</td>
<td>SitAn</td>
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<td>3 A study of knowledge, attitudes, practices (KAP) in the area of routine and supplementary immunization among caregivers and health care service providers in Uzbekistan</td>
<td>2012/003</td>
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<td>4 Preschool financing policy in Uzbekistan</td>
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## Other Publications

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<td>2 Child Centred Education</td>
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<td>3 Make it Yourself</td>
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<td>4 A Call to Action “Ending the placement of children under three in institutions”, publication in Uzbek</td>
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<td>6 Immunization posters</td>
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<td>7 Booklet on Princess Salomat</td>
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<td>8 Communication materials for HCW</td>
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<td>10 PMTCT protocol</td>
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<td>11 Diaries in HIV positive children</td>
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<td>12 Poster for ARV treatment</td>
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<td>14 Improvement of IYCF and micronutrient mitigation among young children in Uzbekistan (Karakalpak and Uzbek versions)</td>
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<td>15 CRC in Uzbek (official version)</td>
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<td>16 CRC in Uzbek (child-friendly version)</td>
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<tr>
<td>17 Routine immunization poster in Uzbek and Russian</td>
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<td>18 Flier on rotavirus vaccine in Uzbek and Russian</td>
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<td>19 Poster on rotavirus vaccine in Uzbek and Russian</td>
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<td>20 Booklet on rotavirus vaccine in Uzbek and Russian</td>
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<tr>
<td>21 Compilation of video stories on UNICEF programmes in Uzbek in Uzbek and Russian languages:</td>
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<td>23 Video film on the First Phase of the “Improvement of Mother and Child Health Care Services in Uzbekistan” Project in Russian and Uzbek</td>
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<td>24 PSAs on routine and supplementary immunization promotion with participation of sports, music and movie stars in Uzbek and Russian</td>
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<td>25 PSAs on routine and supplementary immunization promotion with participation of sports, music and movie stars – two language versions.</td>
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<td>26 PSA on rotavirus infection introduction -in Uzbek and Russian language</td>
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<td>27 Video training on vaccine safety and inter-personal communication skills in Uzbek.</td>
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