

Action Plan for 2019-2020

“Road Map” for implementation of the Decent Work Country Programme of Uzbekistan and extension of cooperation with the International Labour Organization

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
I. Improvement of the national labour legislation and application of international labour standards					
1	Development of the concept of a new edition of the Labor Code of the Republic of Uzbekistan, providing for the development of the Labor Code as a law of direct action, covering the entire sphere of labor relations	Draft law	July – November 2019	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions; General Prosecutor’s Office, Ministry of Economy and Industry, Ministry of Finance, Ministry of Justice	Provision of comments, technical drafting support
2	Organization, in the format of a round table, a broad discussion of the draft new edition of the Labor Code of the Republic of Uzbekistan.	Conducting the event	August 2019	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions; General Prosecutor’s Office, Ministry of Economy	Technical support, ILO experts participation

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
				and Industry, Ministry of Finance, Ministry of Justice	
3	Work on ratification of ILO Conventions: – C081 - Labour Inspection Convention, 1947 (№ 81, entry into force: 07 Apr 1950); – C129 -Labour Inspection (Agriculture) Convention, 1969 (№ 129, entry into force: 19 Jan 1972)	Draft law	August 2019	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions, General Prosecutor's Office, Ministry of Foreign Affairs, Ministry of Justice	Provision of comments to the draft law, subject to official request
4	Drafting proposals to introduce the following ILO Conventions into the national legislation: – C017 - Workmen's Compensation (Accidents) Convention, 1925; – C097 - Migration for Employment Convention (Revised), 1949; – C132 - Holidays with Pay Convention (Revised), 1970; – C156 - Workers with Family Responsibilities Convention, 1981; – C177 - Home Work Convention, 1996; – C183 - Convention concerning the revision of the Maternity Protection Convention (Revised), 1952 (Entry into force: 07 Feb 2002); – C187 - Promotional Framework for Occupational Safety and Health Convention, 2006.	Submission of proposals to the Cabinet of Ministers	2019 -2020	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions, General Prosecutor's Office, Ministry of Foreign Affairs, Ministry of Justice	Provision of comments, development of impact briefs, drafting assistance, sharing international experience and best practices
5	Promotion and application of fundamental international	Implementation	2019-2020	Ministry of	ILO Project "Third party

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
	labour standards especially in agriculture	of activities		Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions Ministry of Agriculture	monitoring” and Component 1 of the ILO project “Support to the implementation of the DWCP Uzbekistan”
II. Strengthening social dialogue mechanisms					
6	Development of the mechanisms for institutionalization of the national tripartite social dialogue;	Decree on the tripartite commission ILO Memorandum of technical comments with recommendations	2019-2020	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions	Provision of results of the assessment “Social Dialogue in Uzbekistan”, expert advisory services technical support
7	Familiarization with the experience of social dialogue functioning, its legal framework and institutional architecture on the example of the Russian tripartite commission	Study visit	2019	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions	Technical and financial support to organization of the study visit
8	Development of the mechanisms for interaction with civil society representatives	Development of proposals		Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce	Expert support, provision of information on international experience and best practices

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
				and Industry; Council of the Federation of Trade Unions	
III. Capacity building of employers' and workers' organizations					
Employers' organizations					
9	Finalizing organizational and institutional establishment of the Confederation of Employers of Uzbekistan (CEU)	Taking necessary organizational measures and decisions	2019-2020	Confederation of Employers	Technical support and exchange of international experience
10	Building capacity of the Confederation of Employers of Uzbekistan based on its members' needs in the course of representation of their interests in accordance with international labour standards	Implementation of activities	2019-2020	Confederation of Employers and Chamber of Commerce and Industry	Training and technical support, exchange of international experience
11	Organization of study visits and internships for the representatives of the Confederation of Employers of Uzbekistan for learning the best experience of successful employers organizations	Study visits	2019-2020	Confederation of Employers and Chamber of Commerce and Industry	Technical and financial support subject to availability of funds
12	Gradual transfer of the employers' representation functions taken under the Decent Work Country Programme from CCIU to CEU	Taking necessary measures and decisions	2019-2020	Confederation of Employers and Chamber of Commerce and Industry	Technical support and provision of training
13	Reinforcement of stimulation mechanisms for socially responsible employers that take part in the system of social partnership	Implementation of activities	2019-2020	Confederation of Employers and Chamber of Commerce and Industry	Training, technical support, exchange of international experience
14	Implementation of the SCORE programme of the ILO (Sustaining competitive and responsible enterprises)	Programme implementation	2019-2020	Confederation of Employers and Chamber of Commerce and Industry	Making available the SCORE methodology, facilitating contacts with donor organizations
15	Supporting the employers in their efforts to increase productivity	Implementation of activities	2020	Confederation of Employers and Chamber of Commerce and Industry Ministry of	Advice, training, technical support

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
				Employment and labour relations	
16	Participation of employees of employers' organizations in short-term training of the International Training Center of the International Labor Organization (ITCILO)	Implementation of activities	2019-2020	Confederation of Employers and Chamber of Commerce and Industry	Technical and financial support subject to availability of funds and relevant trainings
Workers' organizations					
17	Development of the proposal for the revised version of the Law of the Republic of Uzbekistan "On Trade Unions"	Proposals development for the draft law	2019	Council of the Federation of Trade Unions	Expert support
18	Capacity building of the staff of the FTUU and its member-organizations through their participation in international seminars and conferences on the topics of decent work	Implementation of activities	2019-2020	Council of the Federation of Trade Unions	Technical and financial support subject to availability of funds
19	Training of additional trainers in the frames of the trade union educational system reform	Implementation of activities	2019	Council of the Federation of Trade Unions	Training, technical support
20	Development of activities of the legal clinic of the Federation of Trade Unions	Implementation of activities	2019	Council of the Federation of Trade Unions	Technical support
21	Capacity building of the FTUU representatives in the ILO Training Center in Turin	Implementation of activities	2019	Council of the Federation of Trade Unions	Technical and financial support subject to availability of funds
22	Broadening representation of trade unions and promoting decent work at foreign investments enterprises	Implementation of activities	2019	Council of the Federation of Trade Unions, Chamber of Commerce and Industry	Technical support
23	Enhancing opportunities and the role of trade unions in the national OSH system	Implementation of activities	2019	Council of the Federation of Trade Unions Ministry of Employment and labour relations	Technical support

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
24	Assisting trade unions in promoting green jobs policy in the field of heavy industry (machinery construction, metallurgy and mining) through familiarization with the experience of other countries	Implementation of activities	2019-2020	Council of the Federation of Trade Unions Ministry of Employment and labour relations	Technical support, sharing information on international experience
25	Building capacity of the workers of the FTUU and its member-organizations on the best strategies and international labour standards on social protection	Implementation of activities	2019-2020	Council of the Federation of Trade Unions	Technical support
26	Development and beginning of implementation of the project «Capacity building of economic entities and local communities of Muynak district of Karakalpakstan region to improve resilience to the effects of climate change »	Project approval	2019	Council of the Federation of Trade Unions	Technical support
27	The analysis of international practices on how to determine the number of full-time employees of the personnel department of enterprises, organizations, institutions of all types of property	Implementation of activities	2019-2020	Council of the Federation of Trade Unions, Ministry of Employment and labour relations	Provision of information materials on international practices relevant for Uzbekistan
IV. Fostering decent employment opportunities and professional skills development					
28	Development of the National Employment Strategy: – Assessment of the macroeconomic framework, the labour market performance and viability of the employment targets. – Analysis of existing pro-employment provisions; estimation of resources dedicated to employment promotion and resources required for achieving employment targets. – Interaction between employment and social security policies – Identification of key performance indicators for monitoring and evaluating pro-employment policies	Draft Strategy	2019	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions; Ministry of Economy and Industry, Ministry of Finance, Ministry of Investments and	Support to conduct the assessment, technical assistance

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
				foreign trade; State Taxation Committee, Ministry of Higher and Secondary Education, Central Bank, Ministries and Departments, Ministry of Justice	
29	Strengthening the Public Employment Services by improving the services delivery model; management of ALMPs and rolling out a staff development plan: – Review business processes of the Centres for Employment Promotion and provide practical recommendations for better service delivery. – Identify opportunities for expanding current portfolio of ALMPs, and improving PES's effectiveness and implementation modalities. – Rolle out of a national PES staff development plan at territorial level, covering core services and management skills at regional level	Implementation of activities	2019-2020	Ministry of Employment and Labour Relations	Support to implementation of the recommendations of the functional analysis of employment centres, technical support to ALMs; Support to continuous rolling out the national PES staff development plan at regional and district level.
30	Development of labour market information system strengthening analytical functions, skills needs and occupations forecasting; and develop dissemination tools and support for employment policies monitoring. – Integration of different data sources and institutional coordination for an integrated monitoring of key labour market indicators relevant for strategic management, – Outline of periodical reports for monitoring labour market trends and performance indicators – Setting up national standards for systematization and reporting of the labour market information collected by the Employment Centres	Implementation of activities	2019	Ministry of Employment and Labour Relations, The Ministry for Development of Information Technologies and Communications	Technical support, support in drafting a work plan on how to develop a LMIS

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
31	Improving the methodology used in surveys of labour force and migrant workers conducted by the Republican Research Centre for Employment and OSH in accordance with ILO recommendations.	Implementation of activities	March 2019	Ministry of Employment and Labour Relations	Technical support
32	Developing a national system of professional skills and vocational education with unified occupational and sectorial standards, qualification assessment procedures and certification for core occupations: – Aligning occupational classification systems and occupational standards and training programmes. – Setting up institutional mechanisms for assessment and certification; and to define the Ministry of Labour's supervisory and oversight role. – Tripartite approach: role of the government and social partners in an organizing independent system of assessment of qualification	Resolution of the President of the Republic of Uzbekistan	February 2019	Ministry of Employment and Labour Relations, Ministry of Higher and Secondary Education, Ministry of Finance, Ministry of Economy and Industry, Ministry of Justice	ILO will provide analytical support by sharing strategic policy documents elaborated for similar international experiences
33	Implementation of the programme aimed at promoting and fostering entrepreneurial skills and financial literacy using the methodology of the ILO programme <i>Start and Improve Your Business</i> .	Implementation of activities	2019	Ministry of Employment and Labour Relations, Chamber of Commerce and Industry, Ministry of Economy and Industry	Provision of SIYB modules translated into Russian
34	Conducting in-depth research into informal employment in different sectors and regions and application of ILO R204 with specific recommendations developed for reducing informal employment and increasing the share of the formal sector	Research	October 2019	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions; State Statistics Committee	Technical support
35	Analysis of international experience of application of R204	Implementation	2019-2020	Ministry of	Providing information on

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
	and combating informality (including for specific topics related to informality such as undeclared work in general, informality in specific sectors, bogus-self-employment, etc.)	of activities	rr.	Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions	experience of R204 application in other countries, organization of study visits subject to availability of funds
36	Development of a policy document on transition from the informal to the formal economy	Draft document	2019-2020	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions	Policy advice and technical support
37	Conference to present the results of the research on informal employment	Programme of the conference	2019-2020	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions	Participation of ILO specialists
38	Formulation and implementation through effective tripartite mechanisms a coherent set of measures (a Roadmap) to tackle informal employment	Draft Road map to combat informal employment, implementation of activities	2019-2020	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of	Technical support and advice to the tripartite body

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
				Trade Unions	
39	Designing a coordination framework to implement a multi stakeholders and integrated formalization strategy	Development of proposals, implementation of activities	2019-2020	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions	Technical support and advice
40	Organizing and conducting regular off-site training courses within Uzbekistan (on a quarterly basis) on employment, labor protection and vocational training	Implementation of activities	2019-2020	Ministry of Employment and labour relations	ILO experts participation as resource persons on relevant subjects
41	Conducting a study to assess the impact of the cotton boycott on employment in the cotton industry of Uzbekistan by financing (transfer to the ILO), at the expense of the State Employment Promotion Fund of the Republic of Uzbekistan, a separate project to conduct the research	Conducting the research	2019-2020	Ministry of Employment and labour relations	ILO experts' participation
V. Reinforcement of the state labour inspection and development of OSH system					
42	Development of the Concept of the organization of the College of Personnel Management and Labor Protection under the Ministry of Employment and Labor Relations	Draft document	2019	Ministry of Employment and labour relations	Facilitation of consultations with ITC ILO
43	Conducting construction and ensuring equipment of the College of Personnel Management and Labor Protection at the Ministry of Employment and Labor Relations by introducing a project into the investment program of the	Draft document	2019	Ministry of Employment and labour relations, Ministry of Investments	Facilitation of consultations with ITC ILO

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
	Republic of Uzbekistan			and foreign trade, Ministry of economy and industry; Ministry of finance	
44	Increasing the capacity of tripartite partners to contribute to the development of legal framework on implementation of Cs 81 and 129 through social dialogue in Uzbekistan	Workshop on functions, structure of the system of State Labour Inspection	2019	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions	Technical assistance
45	Increasing the capacity of tripartite partners to contribute to the development of legal framework on implementation of C 187 through social dialogue in Uzbekistan	Workshop	2019	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions	Technical assistance
46	Enhancing capacity of the State Labour Inspection through improvement of inspection procedures, organizing advanced training for inspectors	Trainings, workshops	2020	Ministry of Employment and labour relations	Technical assistance
47	Introducing information technologies in the State Labour Inspection procedures and data collection	Development of software	2019-2020	Ministry of Employment and labour relations	Technical assistance
48	Development and implementation of measures to largely implement the OSH management system at enterprises, organizations of all sectors of economy and social area; implementing a complex of measures to establish policy, objectives and procedures on OSH at concrete employers; Decreasing the impact of dangerous and hazardous factors and risks, incentivizing on this basis labour productivity, development and approval of framework regulations on the	Improvement of legislation, assessment of working conditions, preventative measures to decrease the level	2019-2020	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions	Technical assistance

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
	system, joining the Concept Vision Zero	of occupational accidents and diseases, capacity building, raising awareness			
49	Creation of a research institute on OSH		2019	Ministry of Employment and labour relations	Technical support, development of materials, training
50	Development of an implementation plan for the OSH Management System	Draft document	2019-2020	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions	Assistance in conducting researches, technical support
51	Enhancing the capacity of social partners to contribute through social dialogue to the enforcement of laws and regulations on OSH and labour rights	Creation of a sub-commission as part of C144 body	2019-2020	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions	Technical assistance
VI. Development of social protection system and gender equality promotion					
52	Reinforcement of procedures/mechanisms of involvement of workers/trade unions in reforms of state own enterprises (privatisation/restructuring/closure) to minimise possible negative employment and social impact	Implementation of activities	2019	Council of the Federation of Trade Unions; Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce	Analysis of the existing procedures/mechanisms and available labour market policies and social protection programs; projection of impacts on leaving standards and

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
				and Industry; other ministries and agencies	employment, technical assistant to improve existing procedures/mechanisms
53	Development of the national strategy in social protection	Implementation of activities	late 2019-2020	Cabinet of Ministers, Ministry of Finance, Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions; other ministries and agencies concerned	Expert and technical support
54	Social protection programme budget review	Implementation of activities	2020-2021	Ministry of Finance, Ministry of Employment and labour relations;	Expert support, technical support
55	Provision of consultation on assessment of the pension system	Implementation of activities	2019-2021	Ministry of Finance, Pension fund, Ministry of Employment and labour relations;	Expert support Subject to availability of funds

56	Comprehensive analysis “Women on the labour market” including access of women to social protection; contribution of women to social protection (unpaid care work)	Comprehensive analysis	2019-2020	Scientific center under the Ministry of employment; Women Committee	Expert support
VII. Expanding international cooperation under the ILO lead, increasing representation of the Republic of Uzbekistan in the ILO executive bodies					
57	Raising awareness of tripartite constituents on procedures and conditions for election of Uzbekistan representative to the Governing Body of the ILO	Consultations and negotiation	2019-2020	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions	Information sharing
58	Introduction of training courses supported by trainers of the ILO International Training Center (ITC) and ILO specialists to the Republican courses for staff development of labour institutions of the Ministry of Employment and labour relations	Development of proposals	2019 - 2020	Ministry of Employment and labour relations	Facilitation of involvement of trainers from ITC ILO and ILO specialist
59	Raising awareness on rules and procedures for selection of staff of the executive bodies and country offices of the ILO	Participation in competition	2019	Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; Council of the Federation of Trade Unions	Information sharing
60	Negotiations for opening a position of Associated Expert for the Ministry of Employment and labour relations in ILO headquarters, regional and sub-regional ILO offices	Decision of the Ministry of Employment and labour relations	2019	Ministry of Employment and labour relations	Information sharing; support in negotiations

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
61	Series of events supported by the ILO in the frames of: – «World OSH Day» - 28 April; – «World Day Against Child Labour» - 12 June; – «World Day of Decent Work» - 7 October	Common decision of tripartite constituents	2019 r.	Council of the Federation of Trade Unions; Ministry of Employment and labour relations, Confederation of Employers and Chamber of Commerce and Industry; other ministries and agencies concerned	Support to development of materials; video production
62	Establishment in the structure of the Permanent Mission of the Republic of Uzbekistan at the UN Office and other international organizations in Geneva a staff position of Attaché for Labor Issues, responsible for cooperation with the ILO, funded by the State Employment Promotion Fund of the Republic of Uzbekistan	Concept note, Draft document	2019	Ministry of Foreign Affairs, Ministry of Employment and labour relations	Provision of information on best practises of other countries
63	The establishment under the Ministry of Employment and Labor Relations of a permanent working group on the preparation of reporting documents in the framework of interaction with the ILO	Development of proposals	July-August 2019	Ministry of Employment and labour relations	Expert support
64	The social partners of Uzbekistan will continue active cooperation with the International Trade Union Confederation (ITUC) and International Organization of Employers (IOE)	Implementation of activities	2019-2020	Council of the Federation of Trade Unions, Confederation of Employers and Chamber of Commerce and Industry	ILO will assist the social partners in establishing direct contacts with ITUC and IOE, as may be necessary

No	Activity	Implementation Mechanism	Period	Responsible Organization	ILO role
65	Conducting a Round Table with representatives of the international community in order to fully inform about joint measures implemented in the framework of ILO projects	Implementation of activities	December 2019	Ministry of Employment and labour relations; Council of the Federation of Trade Unions; Confederation of Employers and Chamber of Commerce and Industry	Expert support