

Joint SDG Fund  
PORTOFLIO ON INTEGRATED POLICY AND LNOB

## Joint Programme 2021 Annual Progress Report

Template

### Cover page

**Country:** Turkmenistan

**Joint Programme title:** Improving the system of social protection through the introduction of inclusive quality community-based social services

**Short title:** Community-based Social Services

**Start date** (day/month/year): **01.01.2020**

**End date** (day/month/year): **30.07.2022**

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**Budget** (Joint SDG Fund contribution): **USD 1,920,000.00**

**Overall budget** (with co-funding): **USD 2,350,000.00**

**Total estimated expenditure** (in USD, for the whole JP by 31 Dec 2021): **USD 1,920,000**

**Total estimated commitments** (in USD, for the whole JP by 31 Dec 2021): **USD 123,526**

### Short description of the Joint Programme (max 1 paragraph):

The purpose of the JP is to make a transformative change in the current system of social service delivery in Turkmenistan, to reach out to the most deprived and vulnerable population and to address their specific needs. The programme has piloted and is institutionalising a new model of inclusive community-based services that has assessed the needs of almost 5000 vulnerable people and directly supported over 3100 people with social worker assistance and over 235 vulnerable children and adults and their families with new types of specialised social services to meet specific needs and support people to live independent lives in their communities. The programme has supported the drafting of a Law on Social Services that was adopted by the Turkmenistan parliament in December 2021 and the pilot community-based social worker service model has been incorporated into the 2022 state budget. The JP is improving the social work curriculum and is supporting drafting of the regulatory framework for the new Law on Social Services. The JP has provided over 200 days of social work training to over 700 social service and allied workforce managers and frontline specialists as well as to a cohort of university teachers that will teach strengthened social work curricula beginning in 2022. The JP has drafted a National Social Services Development Plan that includes establishment of a government inter-sectoral coordination mechanism. The JP is conducting an economic analysis to support the case for the new system of community-based social services to be further incorporated into the state budget. It is expected that the designed model will be fully taken over by the government by July 2022 and scaled up by 2025 to fulfil the commitments under the existing national development and human rights plans, including on children.

## Executive summary

After two years of joint work and advocacy within the framework of the Joint programme (JP), a breakthrough has been achieved in the social protection sector of Turkmenistan. Ministry of Labour and Social Protection (MLSP) of Population of Turkmenistan has demonstrated leadership to accelerate the introduction of inclusive quality community based social services in the country. Within this period from the start of the JP:

- A new Law on Social Services was adopted by the Mejlis (parliament) in December 2021, setting out provisions for the development of community based social services that will have a transformational impact on the lives of vulnerable and excluded people.
- Forty-five social worker posts have been introduced into the MLSP budget as well as the regulatory framework to enable their deployment in the community has been provided to MLSP by the JP.
- 675 households concerning 3100 individuals (including 1241 children and 1862 adults) have benefited from community social worker assessments and individual support plans.
- Twelve specialized social services have directly supported 235 vulnerable people and their families and transformed their lives supporting social inclusion and addressing complex social, psychological and poverty-related issues including disability, child protection and gender-based violence.
- The MLSP is finalizing a five-year national plan for social services development, including an inter-sectoral government coordination mechanism at the national level and social services delivery institutional architecture, based on a proposal that builds upon the results of the JP.
- Four universities are prepared to accept applications for social work degree courses in spring 2022 that will start teaching in September 2022.
- Evidence from social worker assessments and economic analysis are informing government planning for social services development, including funding a national roll-out of the community based social worker service piloted by the JP, and the implementation of the new Law on Social Services beyond the lifetime

**Result 1:** Designed a new model of inclusive community-based services for children at risk of separation from parents, children without parental care, children with disabilities, youth at risk, women facing gender-based violence, people with disabilities and older persons in need of support with basic everyday care by piloting a community-based social worker model engaged in identification, assessment and case management as well as piloting specialized social services to meet specific needs and support people to live independent lives in their communities.

Estimated rate of completion as of 31 Dec 2021:

**90%**

**Result 2:** To support drafting of legislative amendments and other institutional framework (standards, service specifications), develop a mechanism for social contracting, and improve a social work curriculum to ensure sustainability of the proposed model.

Estimated rate of completion as of 31 Dec 2021:

**90%**

**Result 3:** To support establishment of a government inter-sectoral coordination mechanism, as well as support economic analysis and advocate for the new system of community-based social services to be incorporated into the state budget

Estimated rate of completion as of 31 Dec 2021:

**90%**

## I. Overall progress and priority, cross-cutting issues

### I.1 Context and the overall approach

#### *Ensuring an adaptive and strategic JP*

There were no major changes that have taken place in the JP's ToC or strategy, although delays to some activities resulting from the pandemic required an extension of the programme implementation until mid-2022.

The most strategic change that took place in the JP's approach to mitigate the risks posed by the country lockdown due to the global pandemic was related to the training packages for capacity building of social workforce in Turkmenistan. An additional team of national trainers have been added to the overall design of programme implementation. The National trainers with strong training facilitation background have gone through rigorous recruitment process to gain the opportunity to study at the intensive TOT social services certification trainings programme delivered online by an international education institution, experienced in social workforce trainings. After each session, they were further cascading the training content to the newly contracted social workers in each region (velayat) face to face in small groups, with daily follow up consultations with the international trainers to ensure appropriate knowledge transfer mechanism. Launch of the capacity building trainings across Turkmenistan through the pool of national trainers had an added value as most of them were from the regions, representing the local community, organically fitting into the diverse social service landscape of the country. More importantly, they served as a communication channel between the social workers and the decision makers, helping to bring practical questions and concerns raised by social workers during the trainings to the attention of the Ministry of Labour and Social Protection of Population.

Considering that the JP had intended to provide in person, close supervision for practitioners, in order to not compromise in quality of social service delivery in the fields, the decision was made towards more regular, weekly inputs from the international technical advisers and steady accompaniment of the programme with the necessary technical support to ensure consistency of approach across all UN agency activities and inputs.

#### *Link with UNDAF/ UNSD Cooperation Framework*

- The new Sustainable Development Cooperation Framework between the Government of Turkmenistan and UN for 2021-2025 (UNSDCF) reaffirms the shared vision and partnership between the Government of Turkmenistan and the UN development system. The Joint programme directly contributes to the Output 5 of Outcome 4 in the new Cooperation Framework: "Regulatory framework and technical capacities developed to introduce a system of social protection to provide quality, inclusive and social services at the community level". The programme makes an important contribution to the implementation of the national strategic priorities related to enhancing human capital, improving living standards, people-centered social policy and social services, as well as to the implementation of the national human rights action plans and other sectoral strategies.
- The JP is fully aligned with the UN's immediate socio-economic response plan to Covid-19 (SERP). The SERP has been developed by the Government of Turkmenistan, with the support of the UN Country Team (UNCT), under the coordination of the UN Resident Coordinator and technical lead by the UN Development Programme (UNDP). Guided by the UN Framework for the Immediate Socio-Economic Response to COVID-19, the SERP is based on the national priorities of the Government of Turkmenistan reflected in the Presidential Programme on Socio-Economic Development for 2019-2025, the Concept of Development of Digital Economy for 2019-2025, and the Programme of Development of Foreign Economic Activity for 2020-2025.

#### *COVID-19 impact*

The JP has introduced social services that have adapted to delivery in the context of the pandemic and that support socially excluded and low-income households to be more resilient in the face of the social and economic impacts of Covid-19. Additionally, a module on Telepractice, distance social service provision and Mental Health support was included into the capacity building training for the social workforce, with participation of the Ministry of Labour, social workers, academicians, and members of CSOs.

## I.2 Update on priority cross-cutting issues

### *UN Development System reform - UN coherence at the country level*

- Regular meetings of the JP Joint Steering Committee co-chaired by the UNRC and MLSP, and consisting of the key national partners, including Mejlis (the Parliament), Ministry of Finance and Economy, Ministry of Education, Ministry of Internal Affairs, Ministry of Health, Ministry of Foreign Affairs, State Statistics Committee, CSOs, and the PUNOs reviewed the progress made towards achievement of the stated results.
- Regular weekly coordination meetings among the PUNOs technical team resulted in better coherence as well as resulted in reduced transaction costs in terms of joint operational support.
- Regular UNCT updates, and UNCT Coordination meetings were instrumental in keeping the focus on strategic issues refining the joint advocacy messages and approaches to dealing with the government partners at all levels.
- Meanwhile, the Joint programme brought together a wide range of national partners and established the national intersectoral coordination mechanisms of strategic importance for the cause of social services system reform.

### *Going beyond "business as usual" to produce catalytic results at scale*

- Fostered coherent and strategic engagement with the Government and facilitated a high degree of government ownership of processes and results – a new Law on Social Services, new social work degree courses in the universities and budget allocations for social worker positions in the 2022 budget, with all accompanying regulatory and institutional framework testify to this as does the MLSP drafting a long-term plan 2022-2030, based on the results of the JP, for continuing social services development and taking the results of the JP to scale
- Avoided duplicated efforts and enhance programmatic synergies by UNCTs and reduced transaction costs in terms of joint operational support. In particular, cost sharing in the capacity building activities; sharing and building on the knowledge products, accumulating on the results delivered by different PUNOs; using results of the recruitment/procurement of another agency for hiring local consultants, at the same time ensuring consistency and further building of the local technical capacity. The expertise of the Chief Technical Advisory Team (CTAG) hired by the lead agency was widely used both by the National partners and all PUNOs, while the CTAG in their turn ensured the coherent approach and quality assurance throughout the programme implementation. This has built capacity for taking forward social services development among both UNCT and government partners.

### *SDG acceleration*

**Target 1.3:** *Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable*

Based on the assessment of the individual needs of the target groups and the inventory of the supply of social services, **a theoretical framework** for introduction of a nationally appropriate human rights based and evidence informed model of inclusive community based social services, and accompanying practical social work **guidelines/manuals** have been developed, discussed with national stakeholders and used for capacity building of social workers and allied workforce;

- **A new social service workforce (Social Workers)** has been formed through robust recruitment, contracting by MLSP, and intensive training courses aimed at development of capacity to deliver the new model of inclusive community-based social services.
- **An analysis of national social protection legislation, policies and regulations** has been held and the **proposed the new Law on Social Services** to expand the range of social services, improve access and coverage of wider vulnerabilities were **discussed with national stakeholders**. Therefore, the **Law on Social Services was submitted and endorsed by the Parliament in December 2021**.
- **Draft normative documents** have been developed **for generalist and specialized social services** to address needs of the JP's vulnerable groups (children with disabilities, without parental

care, at risk of separation from parents; people with disabilities; people in need of support with basic care; women facing gender-based violence; youth at risk).

- To provide for sustainability of the social services workforce and further development of human resources, composing **a higher education curriculum on social work** as profession has been initiated with the active involvement of MoE and leading national universities.

**Target 10.4:** *Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality*

- The above mentioned legal amendments, among other suggestions, seek to provide a **legal base for more effective financing mechanisms of social protection system** along with provisions that would allow for **civil society organizations to be more effectively involved in social service provision** and become a recognized part of the national social protection system. In 2022, **forty-five social worker posts have been introduced into the MLSP budget** as well as the regulatory framework to enable their deployment in the community has been provided to MLSP by the JP.
- Technical advice has been provided to MLSP to support their case with Ministry of Finance and the Economy for funding of social worker posts and social services. Further technical support to the government **to cost services and put appropriate funding mechanisms** in place has started at the end of 2021 to support decision-making on budget allocation for provision of the new model of social services at scale from 2022.

**Target 16.1:** *Significantly reduce all forms of violence and related death rates everywhere*

- The theoretical framework of the new model of social service delivery, capacity building activities and proposed legislative amendments are all **addressing issues of various forms of violence and especially domestic violence, GBV and all forms of violence against children.**
- In practical terms, **draft normative documents related to violence prevention and protection of survivors of violence** have been developed (standard operating procedures and specifications of specialised social services) and started its implementation in the capital and two other velayats (regions) of the country from summer 2021.

#### *Policy integration and systems change*

- The establishment of the High level Steering Committee Chaired by the Minister of Labour and Social Protection and UNRC, and represented by all the National Partners at the Deputy Minister Level and Heads of UN Agencies, as well as establishment and efficient work of the Working group of the JP at the technical level has facilitated the establishment of a government inter-sectoral coordination mechanism for promoting reforms related to introduction of community based social services into the system of social protection of the country. Policies relating to child protection and juvenile justice system reform have also been integrated into the purview of the Steering Committee.
- The JP indicators and targets were also synchronized and reflected in the National Action Plan (NAP) for Realization of Child Rights (2018-2022) and the results will feed into the next NAP (2022-2025); National Strategy for Early Childhood Development (2020-2025), as well as in the other strategic documents and plans.
- Considering that the programme was designed based on the national priorities and are in line with the strategic National Socio-Economic Development plan for 2019-2025, one of the biggest achievements is that the government takes full ownership over the programme results. There is a demonstrated ownership from the Ministry of Labour and Social Protection over the programme results in general, from Mejlis (Parliament) with regards to the new Law on Social Services, and buy-in for budget allocation with the Ministry of Finance and Economy of Turkmenistan

#### *Contribution to improvement of the situation of vulnerable groups*

**45 pilot community based social workers in 20** Etraps have assessed needs of at least 1132 households/ concerning 4897 individuals and supported 675 households/families concerning at least 3100 vulnerable individuals.

By the end of May 2021, 45 social workers in 20 etraps had conducted 870 preliminary assessments of individuals and households who might be in need of additional social services. Of these, 667 families/individuals were assessed as needing additional support and a further complex assessment was conducted for them. In May 2021 analysis was conducted of detailed information from 508 cases concerning 2335 individuals including 934 children, 1196 men and women and 205 older people and key findings were:

- Households where pensions and benefits are being received are almost four times as likely not to require further services (5% compared to 18%)
- Around 1% of the population or 6% of recipients of social protection measures such as benefits and pensions required urgent additional support and services; another 32% of benefits recipients were assessed as vulnerable and needing additional services. Most others needed one-off support or referral to other services (45%) or did not require any other support (17%).
- Between 1%-4% of the population are estimated to need social services support (between 6%-38% of benefits recipients)
- Baseline coverage established through an inventory of social services conducted by the JP in 2020 was 0.1% of the population so a ten-fold increase is required as a minimum

Between May and December 2021 a further 262 cases were opened by the Etrap social workers concerning an estimated further 1204 individuals.

**12 pilot specialised social services** have supported at least 235 individuals and families (cases) impacting around 567 girls, boys, women and men including:

- 12 children with disabilities and their families
- 13 families with children in difficult life situations
- 5 infants in Infant homes and their families with the aim to reintegrate back to their families – by the end of December 2021, 2 had returned home and continued to be supported
- 7 young people leaving residential care
- 40 young people at risk and their families
- 19 women survivors of gender based and domestic violence
- 5 women at risk of unwanted pregnancies or of abandoning their new born infant
- 50 men and women with disabilities
- 50 older women and men with no support of their own families
- 34 people recovering from chronic illness

A final analysis is being conducted in the first quarter of 2022 of all community and specialized cases that have sufficient detailed information in order to inform advocacy and further planning for scaling up services. The analysis is disaggregated by sex, age, geographic location and disability.

- Estimated number of individuals that were reached through JP efforts in 2020-2021:

Total number 4897

Percentage of women and girls: 54%

### *Mainstreaming Gender equality and women empowerment*

- Economic analysis includes a gender perspective – this will be available for review in Q1 2022
- All JP monitoring data has been disaggregated for men, women, boys and girls including women and girls with disabilities – 54% of people whose needs were assessed by the etrap social workers were women
- The JP analysis of cases indicates that the proportion of women in need of support and services increases with age and the JP has helped to raise awareness of the need for gender-responsive social services in old age
- 50% of social workers deployed in 20 etraps during the JP were women
- Piloted social services are gender responsive and social workers who are working in them have been trained to be aware of gender and its intersection with other vulnerabilities including disability, poverty and violence
- Gender based violence standard operating procedures have been developed and incorporated into training modules for allied workforce and social workers
- 2 specialised services specifically target women survivors of gender based and domestic violence and women who are experiencing unplanned pregnancy or are at risk of abandoning their baby at birth
- Women’s Union and women-led CSOs such as Yenme and Keyik Okara have been key partners at the strategic as well as operational levels

Estimated % of overall disbursed funds spent on Gender equality and Women empowerment by the end of 2021:  
**at least 30%**

### *Human rights*

- Human rights mechanisms are a foundational pillar of the theoretical framework of the model of social work and social services in the ToC. The guidance for social workers took international human rights mechanisms as the foundation for all social work development with a particular focus on CRC, CRPD and CEDAW but also CESCRC and UPR. This guidance formed the basis for all training and communications activities, for advocacy and for supervision of the social services practice that developed.
- Human rights are core to the principles in the Law on Social Services and the supporting regulatory framework that was developed with support from the JP including the service specifications for the Community social workers in the etrap and the specialized services which directly reference core human rights instruments.
- The proposed service models are rights-based, tailor-made, beneficiary-centred and in the process of their implementation, promote respect to the rights of service users as well as ensures that the social services are more sustainable, effective and accessible for beneficiaries, ensuring participation and empowerment of beneficiaries (children, women, girls, youth, disabled and elderly).

### *Partnerships*

- Strategic partnership with the Ministry of Labour and Social Protection of Population was strengthened, ensuring ownership of the JP implementation and the proposed model of community-based social workers and specialised social services.
- The partnerships with Mejlis (Parliament) and Ministry of Finance and Economy was strengthened, ensuring that the new Law was adopted in time and that the necessary budget items were incorporated into the 2022 state budget providing the evidence generated throughout the JP implementation.
- Strong methodological support was provided by the Partnership for Every Child in the capacity of Chief Technical Advisory Team (CTAG), which developed a number of guidance documents and directly supported strategic communications with MLSP, other Ministries, the four participating UN Agencies and the training team in developing and disseminating a common understanding of social work and emerging social services in Turkmenistan.
- Close interaction with a wide range of national stakeholders represented at the Joint programme both in technical level and the high level were instrumental for advocacy and ownership over the proposed reforms by the national stakeholders, including the line ministries, CSOs and representatives of organizations with disabilities.

- The Social Activities and Practice Institute (SAPI) developed the full package of social workforce capacity building TOT cascading courses, supporting the trainings of the social workers, allied workforces, social services providers, and managers. The company is also involved in the socio-economic analysis to provide evidence for further fiscal space creation for the proposed social services model.
- The East European Institute for Reproductive Health (EEIRH) supported the piloting of two community-based specialized social services related to prevention of domestic violence against women and prevention of child abandonment. The EEIRH provided the technical guidance in setting up and piloting the specialized services based on international guiding methodologies, best regional practices and developing scaling- up strategy
- Columbia University School of Social Work and Social Intervention Group (SIG) engaged in conducting Core competencies training for the community of practice, including the academia, MLSP, social workers, and the CSOs.

*Mobilizing additional funding and/or financing*

- UNICEF ECARO project with the Columbia University Social Intervention Group (School of Social Work) and Global Health Research Center of Central Asia “*Building Competencies of The Social Service Workforce in Europe and Central Asia*”. The project resources were used to train academicians in Social Work in one team with the social workers of the MLSP, Ministry staff, and the members of CSOs, gathering for the first time the community of practice, from academia and practitioners for the 2 rounds of 5 day online workshop and 2 rounds of *community of practice* consultations.
- The UNDP regional office provided \$50,000 in 2021 to support the UNDP-led training component as part of the JP.
- In 2021 UNFPA mobilized additional resources to SDG JP in the amount of USD 24,040 funded by UK Conflict Stability and Security Fund under the Regional project "Strengthening national capacities to improve prevention of, and responses to Gender-Based Violence (GBV) in Central Asia".

*Strategic meetings*

- Indicate if you organized any of the events below and provide description/comments.

Type of event	Yes	No	Description/Comments
Annual JP development partners'/donors' event*	<input checked="" type="checkbox"/>	<input type="checkbox"/>	On August 20, 2020, the Permanent Missions of JSDGF donor countries to the UN, Permanent Mission of Turkmenistan to the UN, ambassadors and development partners accredited in Turkmenistan, Deputy minister of Labour and Social Protection of Populations of Turkmenistan and other national partners joined the virtual <b>donors' meeting</b> where the Joint Programme goals, objectives and achieved results were presented by heads of the PUNO
JP launch event	<input checked="" type="checkbox"/>	<input type="checkbox"/>	A High-level Steering Committee, co-chaired by the Minister of Labor and Social Protection (MoLSP) and UNRC, was established with the participation of Deputy Ministers/Deputy Heads of State entities and Heads of participating UN Agencies. The first meetings of the Steering Committee and Working Group were held on March 5, 2020, where the Joint Programme <b>was launched</b> and a detailed Joint work plan endorsed
Steering Committee Meeting	<input checked="" type="checkbox"/>	<input type="checkbox"/>	The Second and the Thirds Steering Committee meetings were conducted on 4 November, 2020 and 17 June, 2021 respectively, co-chaired by the Minister of Labor and Social Protection (MoLSP) and UNRC, with the participation of Deputy Ministers/Deputy Heads of State entities, Heads of participating UN Agencies, representatives of CSOs, including the Organizations of PwDs.

### *Innovation, learning and sharing*

- **Dialogue to build a common understanding of social work and social services:** weekly PUNO meetings have ensured a common understanding and use of language, concepts and the theoretical framework relating to social work and community-based social services. This is reinforced by detailed written guidance, activities to generate normative documents and in regular interaction and dialogue with MLSP, Mejlis, MoE, MFE, MoHMI, Adalat and other government partners.
- **Communities of practice** have been built through technical working groups leading each JP output at the national level and in the training and supervision of social workers to the etraps. A social media group enables social workers and their MLSP and CTAG supervisors to 'chat' in real time as practice develops. Wider allied sector personnel in social protection, health, education and justice have also joined etrap and Velayat level communities of practice and social service managers, Khyakimlik and other etrap and Velayat level leaders have been involved in building awareness and understanding of social work and the role of the social workers and in addressing practical issues as they have arisen.
- **Reflection** has been taking place through multiple activities – webinars to share theoretical framework and guidance, briefing notes, preparation for SC meetings, training and supervision of social workers and other target groups, online chat groups, weekly trainer review discussions. Feedback loops have been established to ensure that national decision-makers have been able to reflect on emerging practice from the etraps. The June 2021 SC meeting focused on analysis of quantitative data and the September SC meeting focused more on qualitative case stories presented by NGOs and practitioners.
- **Open learning environment** has been established with all results from JP activities widely shared and communicated at all levels. All planned knowledge products for have been completed or are close to completion: inventory of social services; detailed assessment and case management guidance; service specifications, manuals and statutes for services; detailed instructions for etrap social workers; training packages; social work curriculum and syllabi; analysis of data emerging from etrap social worker assessments; architecture of new system; national social services development plan; draft Law on Social Services (and amendments to Social Protection Code); draft regulatory framework; case to MFE for including social workers in the budget; guidance on caseloads and supervision.

Presentations and briefs distilled key points that have built knowledge, understanding and supported decision-making by MLSP, MFE and the Cabinet of Ministers:

1. Inventory of social services that established that 0.1% of the populations was using existing services at the outset of the JP
2. Analysis of social worker assessments identified that 1% of the population needs additional social services this will require at least 840 social workers nationally
3. Qualitative case studies on the transformational nature of the social work and social services that has been piloted

This has culminated in a proposed National Social Services Development Plan 2022-2030 that has been used by MLSP to inform its proposals to the Cabinet of Ministers for longer term strategic planning through 2050. As planned in the JP, documents have been prepared in Turkmen and Russian and a final analytical report is being prepared in Q1 2022 that can be used by MLSP in its ongoing advocacy with MFE and the Cabinet of Ministers to increase the fiscal space for social services development and scaling up.

## **II. Annual Results**

### *Overall progress*

- On track (expected annual results achieved)
- Satisfactory (majority of expected annual results achieved)
- Not-satisfactory (majority of expected annual results not yet achieved)

Please, explain briefly:

The JP continues to make strong progress throughout 2021 with the adoption of the Law on Social Services in December 2021, the inclusion of 45 new community based social worker positions in the MLSP budget for 2022 and the submission of a national plan for social services development to MLSP in December 2021, that includes a mechanism for inter-sectoral coordination and leadership. The child protection functional assessment, which the JP supported, was presented to an intersectoral group in November 2021, contributing to design of the intersectoral institutional framework with the referral mechanisms. By the end of the year almost 5000 vulnerable people had been directly touched by the work of the new social services in the community through assessments and direct support. Some of the impact has been transformational with two infants in the infant home returning to their families in December 2021 and people with disabilities receiving the support they need to become more independent and participate in society. The Economic Analysis will be completed in Q1 2022, however, the lack of population data at etrap (regional) level has constrained the ability to monitor indicators as designed in the Results Framework.

### *Contribution to Fund's global results*

**The 2020/2021 SDG Fund target for Outcome 1:** Two integrated multi-sectoral policies to accelerate SDG achievement implemented with greater scope and scale:

- 1) 45 social workers at the community level incorporated in the 2022 budget of MLSP;
- 2) Law on Social Services passed that extends the opportunity to access social services to all those who need them including children, women, people with disabilities, and other experiencing difficult life situations (whole population legal coverage)

High ranking officials representing Ministry of Labour and Social Protection (MLSP), Ministry of Health and Medical Industry (MHMI), Ministry of Finance and Economy (MFE), Ministry of Internal Affairs (MIA), the Mejlis (parliament) and a range of state-run and non-governmental organizations (total 10 national entities) have provisionally approved the JP's new inclusive community based model of social services and supported the deployment of 45 social workers to 20 etraps. Strengthening implementation of integrated, cross-sectoral SDG accelerators is demonstrated by JP's capacity building activities that include: a) participation of representatives of the involved sectors/ministries and CSOs in policy and decision making activities at the level of JP coordination, and b) trainings aimed at reaching a wide range of multi-disciplinary professionals working at different levels in social protection, health care, law enforcement, law making and service provision (i.e. trainings for front-line social workers, service managers, service providers, allied workforces and higher education instructors).

**The 2020/2021 SDG target for Output 3 indicator 3.1:**

- 3.1 1 community based social worker service tested across the country in 20 etraps (districts) in 2020/2021 and 12 specialized social services tested in the capital and two velayats (regions) of the country in 2021/2022
- 3.2 1 integrated policy solution in 2021 – adoption of 45 social workers into the MLSP budget and two anticipated in 2022 – National Social Services Development Plan and incorporation of more social workers and social services funding into the MLSP budget
- 3.3 Country with national capacity strengthened for integrated social protection solutions: target remains and is on track to be achieved in 2022

### *JP Outputs and Outcomes*

⇒ **Achievement of expected JP outputs**

**Output 1: Inclusive community-based social service model is developed and ready for scaling up**  
 Indicator 1.1 Prototype services designed, effectiveness measured and costed: 2020/2021 targets exceeded as 45 social workers in 20 etraps were picked up by the government, inventory completed in 2020 and costing begun in 2021 and will be finalized in Q1 2022

Indicator 1.2: Specifications for Etrap social workers and for 12 specialized services drafted and reviewed by the JP legal experts. Services are being documented and effectiveness and results monitored for presentation in Q1 2022 to the Steering Committee and inclusion in the final analytical report. Sub-legislative regulatory framework drafted by the JP team in keeping with the new Law on Social Services for submission to MLSP in Q1 2022. Regulatory framework is gender, disability and child-sensitive.

Indicator 1.3: Around 5000 individuals involved in assessments by social workers each of whom has probably shared information about the social workers and social services with at least another 3 people. Hyakimlics (local municipalities), civil society organizations, and volunteers networks started sharing information about the newly developed services.

Indicator 1.4: Around 675 families/households comprising 3100 individuals have benefited from direct support of Etrap social workers, referral to other services and from complex assessments. Around 235 individuals and their families (around 567 people) have in addition benefited for at least 5 months from 12 specialized social services tailored to their particular needs.

## **Output 2: Legislative and institutional framework ready to install the piloted system of community based social services**

Indicator and targets 2.1 are all achieved. Law has been passed, regulatory framework drafted and architecture proposed and being used by MLSP to institutionalize new social worker positions. The future of specialized services is less certain, but all services have a set of regulations that can be used by MLSP to institutionalize them and secure funding. Evidence base will be finalized by April 2022 with the Economic Analysis and final analytical report that should also support the ongoing effort to institutionalize specialized services. National Plan for Social Services Development has been proposed to MLSP and is being used for long-term planning. This includes measures for institutionalizing all services and moving towards deinstitutionalization of social care services.

Indicator 2.2: Economic analysis is under way and will be completed in Q1 2022

Indicator 2.3: Gendered audit incorporated into Economic analysis under 2.2

## **Output 3: Capacity strengthened for social services and social work**

3.1 Over 200 days of training delivered to more than 700 social service and allied workforce.

3.2 Curriculum – in process of being achieved and finalized by the end of the JP in 2022; Pool of social work trainers and teachers are in the process of being trained and supported to finalize syllabi and prepare to teach SW degrees in September 2022

### ⇒ **Achievement of expected JP outcomes**

#### **Outcome 1: The social protection system is ready to provide inclusive quality community-based support services**

All targets under indicators 1 and 2 achieved except budget allocations for specialized services: 5000 individuals assessed by social workers in the community; 675 households (3100 individuals) received direct support; 235 cases (567 individuals and their families) receiving specialized social services. Coverage levels need to be increased tenfold from 0.1% of the population to at least 1%. Currently we estimate that the JP almost doubled coverage to almost 0.2% of the population, however, this is to be confirmed in the final analytical report.

- ⇒ **Monitoring and data collection:** National coordinator collects monthly data from the Etrap social workers and 12 specialised services – this summarises numbers and types of cases. This has been effective for monitoring caseloads but has not been particularly useful for maintaining a cumulative tally of cases, individuals assisted and types of cases. The social workers have provided detailed information to CTAG on 511 cases in May 2021 after the first round of assessments and data on a further 260 cases is expected in Q1 2022 that have been opened since then. This should be effective for completion of the analysis on the need for services and the types of services needed with disaggregation by sex, age, geographic location, disability and household composition. MLSP has provided data on recipients of social benefits which has enabled some estimates of coverage and better understanding of the need for services. There has been no data provided on Etrap populations so estimates of coverage are constrained. The JP has nevertheless gathered adequate data including full case studies that have been used to generate evidence and make the case for social services development in the community and that are being used to support the development of curriculum and syllabi and to train university teachers and trainers.

### *Lessons learned and sustainability of results*

The high level inter-ministerial engagement through the Steering Committee and Working Groups underpinned by regular communications between the PUNOs and national partners has engendered strong ownership of the JP processes and results from the government of Turkmenistan. This approach is likely to be sustained through the proposed architecture for the emerging system of community based social services, including child protection system reform and is institutionalised by the new Law on Social Services which places the overall leadership and responsibility for social services system development with the Cabinet of Ministers. The funding approved by MFE for MLSP social workers in 20 etrap (districts) and for social work student places in Universities in the 2022 budget is a good indication that the results of the JP will be institutionalised and funding for scale up to all etrap (districts) can realistically be expected. This is further confirmed by the use the MLSP is making of the JP evidence, policy briefs, regulatory framework and guidance in deploying the social workers and ensuring that social services development is in the national strategic development plans through 2050. A key issue will be to ensure that specialised social services are also included in the government planning as they are currently not secured by government budget allocations although the Law on Social Services indicates that they will be. The JP has helped to ensure local level participation of Hyakimliks (municipalities) and MLSP etrap and velayat level managers, but it could have strengthened ownership at this level with even greater participation of these layers of management and decision-making and coordination at the local level. Stronger M&E systems could have helped to ensure more efficient processing and analysis of data emerging from the programme and strengthening M&E for social services and developing a database for service users that is integrated with the MIS for the system of social benefits and pensions will be an important next step.

## **III. Plan for the final phase of implementation**

### *Towards the end of JP implementation*

- Economic analysis is being conducted and will be ready by the end of March 2022. This will help to build the case for expanding the etrap social worker services to other etrap and for the MLSP to fund at least some part of the specialised services.
- Final analytical report presenting the data from the etrap social worker assessments and from the specialized services will also ensure MLSP and other partners have all the evidence they need to continue to build the system.
- The March Steering Committee meeting will be key for presenting clear advocacy messages and evidence to further ensure the financial and institutional sustainability of JP results.
- The MoE plans to recruit students to social work degree courses to begin in September 2022 and MLSP has made the official request that will ensure funding for these places
- MLSP is already using the National Social Services Development Plan 2022-2030 to make sure that social services development will be firmly on the national government development agenda through to 2050.
- The MLSP is leading the ongoing development of social services, and MoE, MoI, MoHMI are all given mandates and roles in social service development and delivery in the new Law on Social Services and a cross-ministry leadership is expected through the Cabinet of Ministers as set out in the Law and in the National Social Services Development Plan
- 45 social worker positions have been added to the MLSP budget for 2022 and it is anticipated that this can be at least doubled if not trebled for the 2023 budget.
- MLSP is considering how to establish a training and capacity building unit that can train new social workers both to replace those who have left and the new intake.
- MLSP has developed a career progression mechanism for promoting social workers to 'senior social worker' and 'supervisor' positions – JP will support MLSP in training and managing supervisions. This will help to ensure improved recruitment and retention of social workers

### *Risks and mitigation measures*

#### **Economic constraints on the State budget and the ability of the government to commit funding for social services at scale starting from 2023.**

If the National Social Services Development Strategy for 2022-2030 will not be adopted by the end of 2023 budget planning cycle, then this will put the sustainability and scaling up of the proposed model under the risk as well as the smooth transition of the intersectoral coordination mechanisms after the end of the JP.

##### ***Mitigation measures:***

- Continued presentation of evidence to Cabinet of Ministers on the imperative to adopt the national strategy with the action plan and an M&E framework;
- Continue supporting the internal structural changes and normative revisions within the MLSP, to be able to scale up the model, even if the National Strategy adoption is delayed;
- Continue strengthening the intersectoral coordination mechanisms and supporting establishment of the theory and practice of social work and case-management approaches in Turkmenistan, collaborating with the local municipalities and the allied workforces;
- Work on integration of the training packages for the social work professionals, social service providers, social work managers, and allied workforces (developed during the JP implementation) into the system for preparation of para-professionals via in-service trainings;

Impact (1-3)

2

Type of risk (e.g. operational or systemic):  
systemic

#### **The Social Contracting mechanisms are not secured by the legislative normatives**

If the Social Contracting mechanisms are not secured through the legislative norms, the sustainability and budget allocations for some of the specialized services, that are best run through the independent CSOs will be put at risk.

##### ***Mitigation measures:***

- Generate and present evidence from the piloted specialized services, and secure the necessary clauses in the next revisions of the Law on Social Services or other relevant normative document;
- Provide the government with the ready package of documents, describing the specifications of the specialized services, the standards in relations to the services (SOPs), and the provisional draft guidelines to ensure that the advocacy messages are supported by the guiding documents;

Impact (1-3)

2

Type of risk (e.g. operational or systemic):  
systemic

## Annex 1: Consolidated Annual Results

### 1. JP contribution to global Fund's programmatic results

#### Global Impact: Progress towards SDGs

Select up to 3 SDG *indicators* that your Joint Programme primarily contributed to (in relation to SDG targets listed in your JP ProDoc)

**SDG 1.3:** Implement nationally appropriate social protection systems and measures for all, including floors, and by 2030 achieve substantial coverage of the poor and the vulnerable

**SDG 10.4:** Adopt policies, especially fiscal, wage and social protection policies, and progressively achieve greater equality

**SDG 16.1:** Significantly reduce all forms of violence and related death rates everywhere

#### Global Outcome 1: Integrated multi-sectoral policies to accelerate SDG achievement implemented with greater scope and scale

Outcome indicators	Expected 2021 target	2021 result	Reasons for variance from planned target (if any)	Expected final target
1.1: Number of integrated multi-sectoral policies that accelerated SDG progress in terms of scope <sup>1</sup>	4	2	The Social Contracting mechanisms were not included into the Law on Social Services. Will need to continue advocacy.  More advocacy is needed to integrate the concept of domestic violence, including the gender based violence into the legislation	2
<i>List the policies:</i> <ul style="list-style-type: none"> <li>45 social workers at the community level incorporated in the 2022 budget of MLSP;</li> <li>Law on Social Services passed that extends the opportunity to access social services to all those who need them including children, women, people with disabilities, and other experiencing difficult life situations (whole population legal coverage)</li> </ul>				
1.2: Number of integrated multi-sectoral policies that accelerated SDG progress in terms of scale <sup>2</sup>	1	1		1
<i>List the policies:</i> <ul style="list-style-type: none"> <li>Draft National Social Services Development Plan for 2022-2030 with an Action Plan to be adopted by the end of the JP</li> </ul>				

<sup>1</sup>Scope=substantive expansion: additional thematic areas/components added or mechanisms/systems replicated.

<sup>2</sup>Scale=geographical expansion: local solutions adopted at the regional and national level or a national solution adopted in one or more countries.

**Global Output 3: Integrated policy solutions for accelerating SDG progress implemented**

Output indicators	Expected 2021 target	2021 result	Reasons for variance from planned target (if any)	Expected final target
<p>3.1 Number of innovative solutions that were tested (disaggregated by % successful-unsuccessful):</p> <p>3.1 1: community based social worker service tested across the country in 20 etraps (districts) in 2020/2021</p> <p>3.1.2: 12 specialized social services tested in the capital city and two velayats (regions) of the country in 2021/2022</p>	13	13	n/a the piloting of 12 specialized services is still ongoing and will be run until Q2 2022	13
<p>3.2: Number of integrated policy solutions that have been implemented with the national partners in lead:</p> <p>Integrated policy solution in 2021 – adoption of 45 social workers into the MLSP budget</p>	3	1	<p><b>the two anticipated in 2022:</b></p> <p>1. National Social Services Development Plan</p> <p>2. incorporation of more social workers and social services funding into the MLSP budget</p> <p><i>Additional evidence will be generated in Q1 2022 to reach the target</i></p>	3
<p>3.3 Country with national capacity strengthened for integrated social protection solutions: target remains and is on track to be achieved in 2022</p>	1	1		1

Did your Joint Programme contribute to strengthening of national capacities to implement integrated, cross-sectoral SDG accelerators in 2020-2021?

Yes

No

Explain briefly: National capacities were built across the sector in relation to the professional capacity development, legislative and financial normative development, strengthening the interagency cooperation and referral mechanisms at system level

## 2. Results as per JP Programmatic Results Framework

Result / Indicators	Baseline	Expected 2021 target	2021 Result	Reasons for variance from planned target (if any)	Expected final target
Outcome: The social protection system is ready to provide inclusive quality community-based support services					
Indicator 1: Coverage of social services disaggregated by sex, age, rural/urban and at risk groups	Mainly residential services available; 2300 people with chronic illness in need of home-based social services; no availability of services to support families in difficult life situations, women facing gender based violence, supported independent living services or personal assistant services for people with disabilities, no foster care or reintegration services for children without parental care,	Individual social work needs assessments in 20 Etraps – 3 in each of 5 Velayats and all 5 in Ashgabat – and of gaps in services for 5 target groups disaggregated by sex, age, disability, rural/urban.  Gender parity ensured as a minimum standard among the group of trained social workers conducting the Assessment (women constitute no less than 50% among the social workers).	<b>45 pilot community based social workers in across the country in 20</b> Etraps have assessed needs of at least 1132 households/families concerning 4897 individuals and supported 675 households/families concerning at least 3100 vulnerable individuals.  <b>12 pilot specialized social services in the capital city and 2 regions</b> have supported at least 235 individuals and families (cases) impacting around 567 girls, boys, women and men		Regulations, legislation, standards, coordination and funding mechanisms, institutional arrangements in place for the prototyped system for delivery of quality inclusive community-based services to be delivered at scale across the country.  Budget allocations at national, regional and local level for new types of services

	extremely limited provision of day centre services for adults with disabilities and older people	Pilot sites identified and specialized services to be prototyped defined and launched			
Indicator 2 Availability of inclusive community based social services ready to go to scale and compliant with international standards for social services including for child centeredness, disability inclusiveness and gender-responsiveness	0	Community based social worker established in 5 Etraps with assessment and case management functions.  12 new services designed and 300 service users from the JP target groups targeted to receive services (disaggregated by gender, disability, age, target group)	<b>Exceeded results:</b> Community based social worker established in <b>20 Etraps</b> with assessment and case management functions.  12 new services are being piloted with standard normative documentation being developed along with the piloting, including the SOPs, guidelines and the relevant normative documentation		Draft National Social Services Development plan 2022-2030 to be adapted by the government and will provide a solid base with Action plan until 2030 and the M&E framework
Output 1: An inclusive community-based social service model is developed, with its key elements prototyped to address multiple vulnerabilities of the most in need and ready for scaling up					
Indicator 1.1: Prototype services designed, and effectiveness measured and costed	0	45 social workers trained and deployed in 15	Prototype services designed, effectiveness measured and	Strong leadership and ownership of the National stakeholders allowed to test the model in every	Costing and effectiveness of services for target

		<p>Etraps for 8 months and assessments of vulnerable target groups completed; inventory of existing social services completed</p> <p>Design completed for system and services to fill gaps</p>	<p>costed: The 2020/2021 <b>targets exceeded</b> as 45 social workers in 20 etraps were picked up by the government, trained and deployed for over a year.</p> <p>Inventory completed in 2020 and costing begun in 2021 to be finalized in Q1 2022</p>	<p>region, covering 20 districts for over a year.</p> <p>Salaries of all 45 social workers were picked up by government in 2022 budget.</p>	<p>groups documented to build the case for expanding the etrap social worker services to other etraps and for the MLSP to fund at least some part of the specialised services.</p>
<p>Indicator 1.2: Standards and service specifications, SOPS in place including mainstreaming of gender-responsive, child-sensitive and disability inclusive approaches approach</p>	0	<p>Drafted and tested</p> <p>All SOPs and service specifications designed as gender-responsive, disability inclusive and child-sensitive</p>	<p>Specifications for Etrap social workers and for 12 specialised services drafted and reviewed by the JP legal experts. Regulatory framework is gender, disability and child-sensitive.</p> <p>Services are being documented and effectiveness and results monitored for presentation in Q1 2022 to the Steering Committee and inclusion in the final analytical report</p>	<p>Sub-legislative regulatory framework drafted by the JP team in keeping with the new Law on Social Services for submission to MLSP in Q1 2022.</p>	<p>Finalized (and reflected in legislation and local regulations)</p>
<p>Indicator 1.3: % population in 15 assessment Etraps and 5 pilot Etraps (disaggregated by</p>		<p>Social worker engagement at Etrap level to</p>	<p>Around 5000 individuals involved in assessments by social</p>		<p>Number of men, women, girls, boys and youth</p>

residence, age, sex and disability status and other vulnerabilities) who have knowledge of where and how to access community based social services		engage with community stakeholders and inform community members	workers each of whom has probably shared information about the social workers and social services with at least another 3 people.		(disaggregated by disability, rural / urban, sex and age) who have knowledge of existing and new services
Indicator 1.4: number and % of vulnerable population in 5 pilot Etraps covered by services responsive to their needs disaggregated by vulnerability, age, sex)	0	Number of service users planned in services to be prototyped (disaggregated by sex, age, disability, rural/ urban, vulnerability)	Around 675 households comprising 3100 individuals have benefited from direct support of Etrap social workers, referral to other services and from complex assessments. Around 235 individuals and their families (around 567 people) have in addition benefited for at least 5 months from 12 specialized social services tailored to their particular needs.		Final figures will be available in the Final Analysis to be presented in Q1 of 2022 to the Steering Committee
Output 2: Legislative and regulatory framework will be reinforced and institutional mechanisms established to facilitate the introduction of the new community-based social service delivery system					
Indicator 2.1 Regulations in place, legislation drafted, job descriptions approved – qualifications framework, Social Protection Law, Family Code, Healthcare Law	Existing review – no definition of social services, no eligibility criteria, social contracting	Draft documents audited for disability inclusiveness, child sensitivity and gender responsiveness	Law has been passed with regulatory framework drafted and architecture proposed and being used by MLSP to institutionalise new		Evidence base will be finalized in Q1 with the Economic Analysis and final analytical report that should also support the ongoing effort to

	<p>mechanism does not permit selection on basis of quality as well as cost</p>	<p>– amendments proposed to ensure gender equality, disability inclusion and empowerment of women, parents, youth and people with disabilities.</p> <p>Institutional architecture developed (national, regional, local – defining the multi-level system of social services).</p> <p>Drafted legislation and secondary regulation proposals</p>	<p>social worker positions.</p> <p>The future of specialized services is less certain, but all services have a set of regulations that can be used by MLSP to institutionalise them and secure funding.</p>		<p>institutionalise specialized services.</p> <p>National Plan for Social Services Development has been proposed to MLSP and is being used for long-term planning. This includes measures for institutionalizing all services and moving towards deinstitutionalization of social care services.</p>
<p>Indicator 2.2: Costing and funding standards developed and finalized</p>	<p>To be defined at project launch (data requests made to government partners).</p>	<p>Assessment of costs of existing system and newly designed community-based service model and planned prototype</p>	<p>Initial data gathered on cost of services as part of Inventory of social services.</p> <p>Technical support was provided to the MLSP and MoFE to make budget</p>		<p>Evidence generated from the socio-economic analysis and JP needs assessment will support a case for investment into gradual scaling up the model starting</p>

		services.	allocations for the first social work specialists in 2022 budget cycle.  Economic/SROI analysis of the community based social services to document costing and effectiveness of services for target groups and support the investment cases started in 2021 with results expected in Q1, 2022		from 2023.
Indicator 2.3: Gender responsive budget for the programme completed and gender mainstreamed in the cost efficiency analysis	0	Gendered audit of the proposed budget allocations completed and adjustments to make the budget gender-responsive are introduced.	Gendered audit was incorporated into the Economic analysis under 2.2		Projections of gender equality impact of scaling up developed and gender mainstreamed in all cost efficiency analysis/studies completed
<b>Output 3: The country's social work and social service workforce capacity strengthened</b>					
Indicator 3.1: Number and type of training packages reviewed, consolidated, developed and amended based on evidence from practice	Draft outline of social worker training package; UNFPA and UNODC training packages on	6 training packages drafted and 2500 person days of training delivered to 700 new and existing social	Complete. At least 6 training packages were prepared. Over 200 days of training to 700 new and existing social service workforce practitioners, managers and		Training packages finalized.  MLSP is designing in-service training professional capacity building training center, where the modules

	co-dependency, gender-based violence, gender responsive social services and parent training to prevent risky behaviour in adolescence.	service workforce practitioners, managers and allied professionals at national, regional and local levels (gender disaggregated)	allied professionals at national, regional and local levels were conducted.		and prepared TOT trainers will be engaged in future capacity building of the social workforce.
Indicator 3.2: Curriculum developed for Higher education degree in Social Work that is based on international standards and Turkmenistan emerging social work practice	<p>UNICEF draft outline of Higher education social work degree curriculum; existing curriculum at technical college level</p> <p>UNFPA proposals for courses on gender equality in social work and GBV prevention and response in social work.</p>	<p>Detailed curriculum drafted and submitted for approval to Ministry Education</p> <p>National pool of 10 social work educators identified, trained and deployed in co-training social workers, allied workforce etc.</p>	<p>Curriculum drafted based on regional and international examples and submitted for consideration.</p> <p>Community of practice consisting of 15 representatives of academic institutions and 20 practitioners from the government and CSO sector regularly met for the Core competencies training and design curriculum based on the new model of community based social services in Turkmenistan</p>	<p>Delays caused by changes in senior personnel and the Higher Education Department team at the Ministry of Education.</p>	<p>Curriculum – in process of being achieved and finalized by the end of the JP in 2022;</p> <p>Pool of social work trainers and teachers continue their capacity building trainings.</p> <p>Technical support will be provided to the schools that will start Social Work Bachelor program in Fall 2022, specifically in finalization of syllabi and in preparation to teaching the SW degrees in September 2022</p>

## Annex 2: Strategic documents

### 2.1. Contribution to social protection strategies, policies and legal frameworks

#### *Strategic documents developed or adapted by JP*

<b>Title of the document</b>	Date when finalized (MM/YY)	Focus on extending social protection coverage (Yes/No)	Focus on improved comprehensiveness of social protection benefits (Yes/No)	Focus on enhancing adequacy of social protection benefits (Yes/No)	Focus on improving governance, administration and/or implementation of social protection system (Yes/No)	Focus on cross-sectoral integration with healthcare, childcare, education, employment, food security, etc. (Yes/No)	<i>If published, provide the hyperlink</i>
Law on social services	12/2021	Yes	Yes	Yes	Yes	Yes	
National Social Services Development Plan 2022-2030	12/2021	Yes	Yes	Yes	Yes	Yes	
Detailed interim analysis of 511 assessments completed by Etrap social workers	06/2021	Yes	Yes	Yes	Yes	Yes	
Creating the Fiscal space for introduction of social services	05/2021	Yes	Yes	Yes	Yes	Yes	
Brief on estimates for demand for social workers	04/2021	Yes	Yes	Yes	Yes	Yes	
Draft social work curriculum	12/2020	Yes	Yes	Yes	Yes	Yes	
Legislative review	12/2020	Yes	Yes	Yes	Yes	Yes	
Draft proposals for legislative amendments	12/2020	Yes	Yes	Yes	Yes	Yes	
Inventory of Social Services	10/2020	Yes	Yes	Yes	Yes	Yes	
Manual on social work	09/2020	Yes	Yes	Yes	Yes	Yes	
Brief for MLSP on budgeting for social workers in the 2021 budget	05/2020	Yes	Yes	Yes	Yes	Yes	
Briefing note on structural issues related to introducing community	05/2020	Yes	Yes	Yes	Yes	Yes	

based social workers and social services in Turkmenistan							
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**Strategic documents for which JP provided contribution (but did not produce or lead in producing)**

<b>Title of the document</b>	Date when finalized (MM/YY)	Focus on extending social protection coverage (Yes/No)	Focus on improved comprehensiveness of social protection benefits (Yes/No)	Focus on enhancing adequacy of social protection benefits (Yes/No)	Focus on improving governance, administration and/or implementation of social protection system (Yes/No)	Focus on cross-sectoral integration with healthcare, childcare, education, employment, food security, etc. (Yes/No)	<i>If published, provide the hyperlink</i>
Child protection functional assessment	11/2021	Yes	Yes	Yes	Yes	Yes	

**2.2. Focus on vulnerable populations**

**Strategic documents developed or adapted by JP**

<b>Title of the document</b>	Date when finalized (MM/YY)	Focus on gender equality and women empowerment (Yes/No)	Focus on children (Yes/No)	Focus on youth (Yes/No)	Focus on older persons (Yes/No)	Focus on other group/s (List the group/s)	Focus on PwDs (Yes/No)	Included disaggregated data by disability - and whenever possible by age, gender and/or type of disability (Yes/No)

**Strategic documents for which JP provided contribution (but did not produce or lead in producing)**

<b>Title of the document</b>	Date when finalized (MM/YY)	Focus on gender equality and women empowerment (Yes/No)	Focus on children (Yes/No)	Focus on youth (Yes/No)	Focus on older persons (Yes/No)	Focus on other group/s (List the group/s)	Focus on PwDs (Yes/No)	Included disaggregated data by disability - and whenever possible by age, gender and/or type of disability (Yes/No)

**Annex 3: Updated JP Risk Management Matrix**

Risks	Risk Level:	Likelihood:	Impact:	Mitigating measures	Responsible Org./Person
<b>Contextual risks</b>					
Economic constraints on the State budget and the ability of the government to commit funding for social services at scale beyond 2022	Medium (6)	3	2	Strategic communications and passing of the National Social Service Development plan for 2022-2030 with an Action plan and detailed M&E framework within the wider National plan 2022-2051.	RC, PUNOs, MLSP
<b>Institutional risks</b>					
The Government is historically used to state service provision and diversification in this field is disruptive.	Medium (6)	3	2	Ensuring a strong top-down mandate and enabling environment through legislative amendments and high-level working group instructions communicated at all levels.	PUNOs, RC and MLSP
Bureaucratic obstacles in registration for CSOs is a constraint on social contracting and diversification of service providers	Low (4)	2	2	Close collaboration and strong buy-in from Government.	PUNOs, RC and MLSP
<b>Fiduciary risks</b>					
Actions being delayed due to lack of necessary level of budgetary allocations for the intended programmes preventing policy documents from operationalisation.	High (9)	3	3	Close engagement with the Ministry of Finance and Economy at all stages of the JP.	PUNOs, RC, MFE, MLSP

## Annex 4: Results questionnaire

- Complete portfolio questionnaire online at: <https://forms.office.com/r/H4eZAKyx9H>