

**M-GA Joint Programme Proposal Template,
Pathfinder Track Call for Proposals
Round 2, May 2025**

MPTFO Project Reference Number (For PUNOs only)	<i>(Leave blank, for automatic population in Quantum)</i>
Country	Republic of Uzbekistan
Region (select as appropriate)	UN: Europe and Central Asia WB: ECA
Joint programme title:	Pension and Social Insurance Reform Implementation and Institutional Strengthening
Duration (NB activities must be completed within 24 months of approved funding):	<i>24 months</i>
Anticipated start and end dates:	<i>01/2026 to 12/2027</i>
Joint Programme members:	
Resident Coordinator	<i>Sabine Machl, sabine.machl@un.org</i>
Joint Program RCO focal point	<i>Zarif Jumaev, Economist, zarif.jumaev@un.org</i>
Lead PUNO JP Focal point	<i>ILO, Pascal Annycke, social protection specialist, annycke@ilo.org ILO, Özge Berber-Agtaş, Gender Equality and Non-Discrimination Specialist, berber@ilo.org</i>
PUNO 2 JP Focal point	<i>UNICEF, Regina Castillo, Representative, recastillo@unicef.org</i>
World Bank Country Director/Manager	<i>Tatyana Proskuryakova, tproskuryakova@worldbank.org</i>
World Bank Practice Manager	<i>Paolo Belli, pbelli@worldbank.org</i>
World Bank TTL (ADM responsible) ¹	<i>Marina Novikova, mnovikova@worldbank.org</i>

¹ TTL of the P code to which the grant is linked is automatically the TTL of the grant. TTL must be ADM responsible and must ensure that ASA processing adheres to the for country, regional and global activities (see [Accountability and Decision Making \(ADM\) framework](#)).

Total budget:	\$774,965
Source of funds:	
UN Joint SDG Fund	\$499,965
PUNO 1 co-funding, <i>if applicable</i>	\$ 0
PUNO 2 co-funding, <i>if applicable</i>	\$ 0
RSR-ADSP Umbrella Trust Fund	\$ 275,000
World Bank co-funding, <i>if applicable</i>	\$ 0
Government co-funding, <i>if applicable</i>	\$ 0
International donor co-funding, <i>if applicable</i>	\$ 0
Other sources co-funding, <i>if applicable</i>	\$ 0
Legal context (for PUNOs only)	<i>This section refers to cooperation or assistance agreements that form the legal basis for the relationships between the Government and each of the UN organizations participating in this joint programme.</i> <i>In countries with a CF:</i> The legal basis for the joint programme is the Legal Annex for the signed United Nations Sustainable Development Cooperation Framework (20__-20__). It refers to the cooperation or assistance agreements or other agreements that are the existing legal basis for the relationship between the Government of [++] and each Participating UN Organization. <i>In countries without a CF:</i> The legal basis for the joint programme comprises the cooperation or assistance agreements or other agreements that are the existing legal basis for the relationship between the Government of [++] and each Participating UN Organization. Agency name: Agreement title: Agreement date:

DECLARATION OF COMMITMENT AND SIGNATURES OF JOINT PROGRAMME

By signing this Joint Programme document, all signatories commit to work together in a spirit of partnership to achieve the results identified in the results framework, work plan and budget.

Joint Programme Lead	
GOVERNMENT COUNTERPART	Name of Representative: Murodbek Atadjanov, Executive Director Date and Signature [Redacted] Name of Ministry or Department: Off-Budget Pension Fund under the Ministry of Economy and Finance
RESIDENT COORDINATOR	Name, Title: Sabine Machl, sabine.machl@un.org Date and Signature 05-12-2025 [Redacted]
WB COUNTRY DIRECTOR/MANAGER	Name, Title: Najy Benhassine, Division Director Date and Signature 07-12-2025 [Redacted]
Participating UN Entities	
LEAD PUNO	Name, Title: International Labour Organization, Mikhail Pouchkin, Director for Eastern Europe and Central Asia Date and Signature 05-12-2025 [Redacted]
PUNO 1	Name, Title: UNICEF, Regina Castillo, Representative, recastillo@unicef.org Date and Signature 05-12-2025 [Redacted]

World Bank Endorsement
World Bank teams: Please attach a completed CMU Endorsement Template or explain how and when endorsement will be obtained.) The CMU Endorsement Template has been sent to and approved by the PM, and the CMU

The JP Steering Committee will rely on existing tripartite governance structures at the country level, including that of the GA where it exists, which will organize dedicated M-GA meetings to review M-GA related documents and decisions.

JOINT PROGRAMME SUMMARY

Problem to be addressed, and activities to be undertaken (max 200 words)	Social insurance (SI) in Uzbekistan is administered through the Pension Fund and the newly established National Agency for Social Protection (NASP), which oversees short-term benefits. Both institutions exclude informal workers and lack adequate actuarial and digital capacity. In April 2025, the World Bank, ILO, and UNICEF launched the Joint Programme (JP) “Improving Social Security of Vulnerable Populations,” funded by the M-GA, to support NASP in designing effective short-term SI schemes using actuarial projections informed by a representative national survey, targeting formal sector workers. In the next phase, the JP will support NASP in extending coverage to informal workers—particularly in the care economy—through development of operational procedures, digital tools, and outreach. The JP will also advance implementation of Activity 10 of the National GA Roadmap, which aims to improve the sustainability, equity, and coverage of the pension system. The Ministry of Economy and Finance has requested support to strengthen the Pension Fund’s actuarial capacity and inform reform. Recognizing that youth are disproportionately affected by informality and exclusion from SI, the JP will analyze barriers young workers face in accessing formal employment and SI. This integrated support will foster institutional coordination and enhance resilience among vulnerable populations.
SDG Targets directly addressed by the Joint Programme	<i>SDG 1.3</i> <i>SDG 8.3</i> <i>SDG 8.5</i>
Proposed Objective/Project Development Objective (PDO) and expected key results (up to 3)	Proposed Project Development Objective (PDO): To strengthen the institutional and delivery capacity of Uzbekistan’s social insurance system to expand equitable coverage, particularly for informal and young workers, through improved actuarial modeling, digital service delivery, and inclusive program design. Expected Key Results: Actuarial Capacity Strengthened: Development and institutionalization of an actuarial model for the Extrabudgetary Pension Fund under the Ministry of Economy and Finance, with completed baseline actuarial analysis and knowledge transfer to national counterparts. Improved Delivery Systems and Capacity for Short-Term Social Insurance: Enhanced business processes and deployment of digital tools within the National Agency for Social Protection (NASP) for effective administration of unemployment, sickness, and maternity benefits. Expanded Social Insurance Coverage to Informal Workers: Design and piloting of mechanisms to extend social insurance to informal economy workers, especially women, youth, and the self-employed, including through simplified registration and awareness-raising initiatives.

JOINT PROGRAM DESCRIPTION

Please respect the max number of pages / words per section – all other content to be included in additional annexes if needed

I. Narrative description (max ~1800 words)

1. Context. Please describe the situation in the country, the constraints to expanded social protection coverage and access to productive and decent employment. What are the key problem(s) this work is intended to address or gap it's going to fill? For the UN, preferably referred to the Common Country Assessment and the GA roadmap where it exists. (150 words)	Social insurance (SI) in Uzbekistan plays a crucial role in building resilience and incentivizing formalization, but coverage gaps persist, especially for informal workers and youth. SI is delivered through the Extrabudgetary Pension Fund and the newly established National Agency for Social Protection (NASP), responsible for maternity, sickness, and unemployment benefits. Only 40% of the labour force contributes to the pension system & the scheme faces growing deficits—1.2% of GDP in 2024—driven by worsening dependency ratios². Short-term benefits are in early stages: maternity benefits have been piloted; unemployment and sickness benefits are scheduled for rollout by 2025 and 2030. Despite legal advances, including a new Labour Code and self-employment regulations (e.g., Resolution No. PP-4742), only 30% of working-age adults are formally employed. Self-employment, accounting for 46% of employment, remains largely informal. Barriers such as complex registration, low digital literacy, and inadequate dispute resolution continue to limit access to social protection. Young workers face additional constraints: 42% of those aged 15–29 are not in employment, education, or training, and lack pathways to decent work and SI. As outlined in Activity 10 of Uzbekistan’s National GA Roadmap, strengthening SI requires both actuarial reform of the pension system and extending coverage to informal workers. The Ministry of Economy and Finance submitted a request for actuarial analysis of the pension system in May 2025. NASP also lacks operational and digital capacity to implement new short-term benefits. This project aims to fill these institutional, analytical, and delivery gaps, enabling inclusive and financially sustainable SI for the formal and informal workforce, particularly youth and self-employed women.
2. Proposed Solutions. Please list the main entry/leverage points or solutions proposed by the JP that have the greatest potential for impact within the given timeframe and budget. Do you expect the proposed grant activity to be associated substantially and sustainably with a policy change or investment operation? (300 words)	This Joint Programme (JP) aims to expand social protection coverage (both short-term social insurance benefits and pension schemes), strengthen pension scheme financial sustainability and reinforce on-going efforts to reduce informality in Uzbekistan through a coordinated set of high-impact interventions across policy, institutional, and individual levels. At the policy level, the JP will generate evidence and analysis to inform sustainable pension reform. This includes data collection and institutional diagnostics of the pension system, development of an actuarial model, and production of the first actuarial valuation of the Extrabudgetary Pension Fund. Reform scenarios will be assessed in coordination with the National Tripartite Committee, workers’ and employers’ representatives will be formally engaged in the design of reform scenarios and policy discussions. The results will inform government decisions under Activity 10 of the National GA Roadmap. Capacity will be built through tailored actuarial training,

² World Bank’s estimates, from forthcoming Pension Expenditure Review.

	knowledge-transfer workshops, and manuals in Uzbek and English to support the creation of in-house actuarial units. At the institutional level, the JP will enhance the ability of the National Agency for Social Protection (NASP) and partners to deliver social benefits (both short-term social protection benefits —unemployment, sickness, and maternity – and care services). Standard operating procedures will be developed, and special measures will be designed to extend coverage to informal, young, and self-employed workers. This will be complemented by digital and process improvements to improve delivery and access. At the community and societal level, the JP will implement a nationwide awareness campaign using media and public influencers to promote the value of SI for informal workers, especially maternity protection. Roundtable discussions will engage key stakeholders, tripartite constituents, international partners, NGOs, and journalists to reinforce social dialogue and partnership on international labour standards and social and solidarity economy (SSE). Finally, the JP will conduct a dedicated youth study—including surveys, interviews, and focus groups—to examine barriers to formal employment and SI access. Findings will guide policy recommendations to improve young workers’ inclusion in the formal economy and SI schemes. These activities are expected to contribute to sustainable policy and operational changes and inform future investment operations. The JP integrates the development of digital dimensions from the use of Artificial Intelligence with Chatbot, or SOP analyses, which will integrate new technologies.
3. Rationale. How do you know these are the right solutions to the problems? Is there evidence from this country, or previous experience elsewhere to justify this activity here? (150 words)	The proposed solutions build on both international best practices and contextual evidence from Uzbekistan. The need for actuarial analysis stems from the Pension Fund’s lack of a valuation model, a gap confirmed by government counterparts. Similar reforms in Eastern Europe and Central Asia have shown that actuarial capacity is key to sustainable pension reform. The focus on young and self-employed workers responds to national data: over 46% of employment is informal, and youth face high exclusion from social protection. Piloting community-level formalization has shown promise in countries like Georgia and Brazil, while digitalization and governance improvements align with Uzbekistan’s own ongoing reforms and digital public services agenda. The global ILO maternity protection campaign also provides a tested advocacy and awareness framework, adapted here for local implementation.
4. Contribution and/or alignment to the UN Cooperation Framework and World Bank Country Partnership Framework. Please describe the relevance of the three themes (climate, fragility, informality) to country priorities, how the expected results	The proposed Joint Programme is fully aligned with Uzbekistan’s current and the upcoming United Nations Sustainable Development Cooperation Frameworks (UNSDCF) for 2021–2025 and 2026–2030, respectively, as well as the World Bank Country Partnership Framework (CPF) FY2022–2026. Within the current UNSDCF, the joint programme will contribute to Outcome 3, by supporting decent work, formalization, and income opportunities for youth, women, and vulnerable groups and to Outcome 4, by strengthening inclusive and gender-sensitive social protection systems. For the upcoming UNSDCF, the joint programme will contribute to Outcome 2 by expanding social protection coverage to vulnerable groups and extending their opportunities for decent employment.

contribute and/or align with CF/CPF objectives, national development strategies and priorities, and related SDG targets (150 words)	The proposed activities are aligned with the World Bank Group’s twin goals as well as with the current Country Partnership Framework (CPF) 2022–2026. The project supports Higher Objective 2 “Improve Human Capital” of the current CPF and specifically, Objective 2.3 “Expand the coverage of social protection and inclusive labour market policies.” The programme also addresses cross-cutting priorities under both frameworks, including gender equality, resilience, and inclusive human capital development, and supports national goals to halve poverty by 2026 and achieve upper-middle-income status by 2030. The JP is also aligned with the Uzbekistan Decent Work Country Programme 2021-25 Outcome 3.2 “<i>Improved social protection system to enhance coverage and sustainability by applying international labour standards</i>” and Outcome 3.3 “<i>Increased protection of women’s rights and gender equality on the labour market</i>”.
5. Beneficiaries. Who are the intended beneficiaries of this activity (direct and indirect)? Are they regional or throughout the country? How many are members of neglected, disadvantaged, or otherwise vulnerable groups (example, children, youth, persons with disabilities, older persons, indigenous peoples, refugees and asylum seekers, forcibly displaced people, people vulnerable to climate change, informal workers, other)? How many women and girls? (150 words)	The Joint Programme will directly benefit national institutions—the Extrabudgetary Pension Fund and the National Agency for Social Protection (NASP)—through enhanced actuarial and operational capacity. At the population level, the programme targets young and self-employed workers, including women, who are currently excluded from formal employment and social insurance schemes. It is expected to facilitate the inclusion of thousands of informal workers into social protection, with an estimated increase in maternity benefit coverage from 16,000 to 250,000–300,000 women annually. Among youth, 27.2% of 8.5 million adolescents aged 15–18 engage in hazardous or excessive work, mostly informally. The programme will support their transition to formal, protected employment. Indirect beneficiaries include the families of newly covered workers and the broader economy, through increased resilience and productivity. The programme is national in scope, with special attention to vulnerable groups often excluded from social protection systems. Through support to pension reform, the programme also indirectly benefits the broader working-age population and future retirees by promoting financial sustainability, equity in scheme design, stronger contribution incentives, and adequacy of benefits in line with ILO Convention 102. It will also benefit recipients of disability and survivor pensions, including persons with disabilities, widows, and orphans. The programme is national in scope, focused on inclusion and resilience. Workers’, employers’ and community-based organizations will be considered strategic partners in the pension reform and in identifying and reaching informal workers and vulnerable youth.
6. Gender. How does the proposed activity address gender-specific gaps or barriers? (for PUNOS, please also fill in the Gender Marker) What outcomes are gender-responsive or gender-transformative? (150 words)	The proposed activity addresses gender-specific gaps by targeting young and self-employed workers, among whom women are disproportionately represented. According to the UNICEF 2020 Youth Survey, 74% of women aged 19–30 in Uzbekistan are not in employment, education, or training (NEET), highlighting significant barriers to labor market participation. Women also face higher unemployment rates, wage gaps, and limited access to social insurance due to their overrepresentation in informal employment. By supporting the implementation of the Social Insurance Law—covering maternity, sickness, and unemployment benefits— and fostering the policy dialogue on the relevant international labour standards and

	the SSE, the programme promotes formalization and expands women’s access to essential protections. It also introduces simplified registration and outreach strategies to reduce structural and caregiving-related barriers. These efforts are expected to substantially improve women’s social security coverage and contribute to reducing gender inequalities in employment and income security.
7. Lessons. How will the team engage with and communicate results and lessons learned to key stakeholders, including national counterparts, development partners, and donors? Please indicate key communication and visibility actions (details to be provided in annex) (150 words)	The team will maintain regular engagement with national counterparts through technical working groups, policy dialogue sessions, and joint review meetings to ensure ownership and alignment. Results and lessons learned will be shared through periodic progress reports, policy briefs, and presentations to development partners and donors. A national learning event will be organized annually to present key findings and foster cross-stakeholder dialogue. Communication and visibility actions will include a dedicated project webpage, social media updates, and human-interest stories to showcase impact at the community level. Detailed communication activities and branding guidelines will be outlined in the annex.
8. Does this proposed activity build on past government activities, SPR- or SDG-Fund-supported activities, in particular M-GA or GA activities, IDA/IBRD-financed projects, projects from UN agencies or others? If so, please describe? (150 words)	The proposal is based on the Government's efforts in addressing informality and extending social security coverage with a particular focus on young workers. It is aligned with the ongoing UN SDG Joint Programme and M-GA joint project as well as the National GA Roadmap. Building on the WB's, ILO's and UNICEF's past achievements in strengthening national institutional capacity on social security and informal employment, the programme continues their technical assistance.
9. Is complementarity with other relevant initiatives in particular previous GA and/or MGA. How are the proposed activities linked to any other ongoing or future government-led, IDA/IBRD-financed, or project from planned relevant initiatives implemented by governments, development partners (including WB/ UN agency or), other IFIs/DFIs and other stakeholders? If so, please describe.	The current Global Accelerator (GA) Joint Programme, launched in early 2025 in Uzbekistan, focuses on promoting formalization by supporting the extension of coverage under the social insurance schemes administered by the National Agency for Social Protection (NASP), specifically maternity, sickness, and unemployment insurance. The preceding M-GA project, which began in December 2025, is providing technical support to assess the feasibility of reform scenarios for these three social insurance schemes, including the necessary actuarial analysis. While this new proposal focuses more on the reform of the pension system managed by the Extra-budgetary Pension Fund, it also pursue the efforts on workers’ formalization, which is a joint challenge for all social protection institutions (including NASP, the beneficiary of the first MGA call). Building on this foundation, and in alignment with Activity 10 of the National GA Roadmap, the proposed activities will expand the scope of actuarial support to include the Extrabudgetary Pension Fund, responding to the official request from the Ministry of Economy and Finance (MoEF) for a full actuarial valuation. The proposed activities align with the following priorities in Uzbekistan’s National Roadmap for the Implementation of the Global Accelerator on Jobs and Social Protection:

<i>In the case of a top-up (of a previous M-GA JP), please explain how the previous JP will be modified, if needed, to absorb the new activities and funding.</i> (150 words)	● Activity 1 “Increase in formal entrepreneurship and formal employment” ● Activity 3 “Recognition and registration of employment for those employed in the care sector” ● Activity 6 “Development of social programs for vulnerable groups of the population” ● Activity 10 “Improving the pension system based on modern requirements” ● Activity 11 “Social protection of the population at risk of falling into a difficult life situation during climate change and the transition to a "green" economy” ● Activity 13 “Enhance digitalization to expand social protection coverage and improve governance”.
10. Justification for financing from the M-GA. Please describe why the proposed activity benefits from collaboration of World Bank and UN agencies. How will this activity make best use of the comparative advantage of each participating agency? (150 words)	ILO, UNICEF, and the World Bank have been jointly supporting social protection reforms in Uzbekistan since 2020, starting with the launch of the Single Registry and a joint CODI assessment. This collaboration catalyzed major reforms, including the adoption of a national social protection strategy, expansion of maternity benefits, establishment of the National Agency for Social Protection (NASP), and improvements to social insurance and community-based services. In April 2025, the three agencies launched the joint programme “Improving Social Security of Vulnerable Populations” to support NASP in designing and extending unemployment, sickness, and maternity benefits to informal workers. The partnership has provided a unified voice and pooled resources to drive system-level reforms. Since September 2024, both ILO and the World Bank have been involved in pension reform under Cabinet Resolution No. 600. This led to a national pension reform workshop in December 2024, and continued policy dialogue with the Ministry of Economy and Finance. Both the ILO and the World Bank have been involved in the pension policy reforms since September 2024 by the Resolution of the Cabinet of Ministers of the Republic of Uzbekistan, or 23.09.2024 r. № 600 (600-сон 23.09.2024. On organizational measures for the development of the concept of reforming the state pension system). This led to an international workshop on pension reforms in December 2-3, 2024, hosted by the Ministry of Economy and Finance, which supervises the Extrabudgetary pension fund. In May–June 2025, both ILO and the World Bank received official requests to support actuarial valuation of the pension system.
11. Coordinating and implementing arrangements Please outline the roles and responsibilities of the Resident Coordinator/Resident Coordinator Office, Participating UN Organizations (PUNOs), the World Bank, national counterparts and other relevant stakeholders (150 words)	The Resident Coordinator, together with the World Bank Country Manager, assumes overall responsibility for the project and provides strategic oversight. A project advisory committee, comprising relevant representatives of national stakeholders, will offer oversight and guidance. The UN Resident Coordinator’s Office, in collaboration with the World Bank team will coordinate project activities and ensure that key national counterparts and other relevant stakeholders are kept informed. The UN agencies are also involved through UNCT meetings and the relevant Result Groups under UNSDCF.

II. Work Plan: Proposed activities, project components, and outputs.

*NB: The **outputs** listed in tables II.1 and III below should be identical.*

Remarks for PUNOs:

- *The link with CF should be reflected through at least one CF outcome indicated in the Joint Programme profile, but not a part of the JP Results Framework, as well as through CF outputs.*
- *There should be a maximum of 4 outputs in total, with at least one from the CF.*
- *All results and related budgets under a JP are tagged as 'joint' in UN Info and UNO ERP systems for reporting on the QCPR and Funding Compact.*
- *A minimum of 5% percent of the UN JP budget is allocated for monitoring, reporting, evaluation, audit and communications.*
- *[For the Gender equality, human rights](#) as well as [QCPR function](#) the coding is done per output. Further annex provides total scoring and justification.*

II.1. Outputs and SDG Target and Gender Marker (to be completed by PUNOs).

Output	SDG Target	Gender Marker
Output 1: Actuarial report of the pension fund to provide evidence-based analysis of scenarios of reforms is developed and tailored-made actuarial model are transferred to the Government of Uzbekistan	1.3., 8.3	GEM 2
Output 2: National capacity to extend social insurance coverage and to deliver benefits and services (including maternity benefits) to informal economy workers including young and self-employed workers is strengthened and actuarial capacity building activities for NASP and PF contributes to improve the schemes' financial sustainability	1.3., 5.4, 8.3, 8.5.	GEM 3
Output 3: Enhanced institutional capacity and knowledge to promote formal employment for youth and their access to social insurance and social services	1.3., 8.5., 8.6., 8.8.	GEM 2

II.2. Activities, project components, and provisional budget allocations

Activity / Component	Brief (<=20 word) description	Responsible partners (please indicate lead partner in bold)	Allocated Budget (US\$) ³
Output 1 statement: Actuarial report of the pension fund to provide evidence-based analysis of scenarios of reforms is developed and tailored-made actuarial model are transferred to the Government of Uzbekistan			
Activity / Component 1.1	Data collection and comprehensive institutional analysis of the pension system in Uzbekistan	ILO , WB	\$40,000
Activity / Component 1.2	Actuarial analysis of the status quo scenario and other scenarios of reforms provided by tripartite partners, within the National Tripartite National Committee	ILO , WB	\$100,000
Activity / Component 1.3	First Actuarial Report of the Extra-budgetary pension fund submitted to the Government, with different scenarios of reforms, including extension to informal economy workers	ILO , WB	\$40,000
Output 2 statement: National capacity to extend social insurance coverage and to deliver benefits and services (including maternity benefits) to informal economy workers including young and self-employed workers is strengthened and actuarial capacity building activities for NASP and PF contributes to improve the schemes' financial sustainability			
Activity / Component 2.1	Support the creation of actuarial units within the social protection institutions and provide actuarial training	ILO , WB	\$70,000
Activity / Component 2.2	Knowledge transfer workshop to the Pension Fund team to familiarize them with the developed actuarial pension model and international actuarial best practices.	ILO , WB	\$60,000
Activity / Component 2.3	Tailored modeling Manuals in local language and English, handed over to the institutions.	ILO , WB	\$20,000
Activity / Component 2.4	Development of a ChatBot for the users of the actuarial model	ILO , WB	\$20,000

³ For PUNOs, please also fill in the detailed budget in Annex 1

Activity / Component 2.5	Development of the standard operational procedures on delivering social benefits (social insurance schemes unemployment, sickness, maternity and care services)	WB, ILO, UNICEF	\$45,000
Activity / Component 2.6	Development and implementation of the special measures to extend coverage of social insurance benefits (unemployment, sickness and maternity) among the informally employed workers, especially young and self-employed workers	WB, ILO, UNICEF	\$100,000
Activity / Component 2.7	Public awareness campaign: Utilize various media platforms (social media, radio, TV, print) and engage with the national constituents and influencers (e.g. music, sport public figures) to disseminate key messages on extending social protection and care services to self-employed workers and maternity benefits.	WB, ILO, UNICEF	\$50,000
Activity / Component 2.8	Roundtable discussions with the constituents, key partners, tripartite constituents, international partners, NGOs, journalists and influencers on ratification and implementation of international labour standards, with a focus on C183 and C156, and on the role of social and solidarity economy and cooperatives in care services provision	ILO, WB, UNICEF	\$70,000
Output 3 statement: Enhanced institutional capacity and knowledge to promote formal employment for youth and their access to social insurance and social services			
Activity / Component 3.1	Collection of data through a nationally representative individual survey and its comprehensive analysis, on barriers faced by young workers in getting formal employment and accessing social insurance	UNICEF, WB, ILO	\$100,000
Activity / Component 3.2	Development of policy recommendations on measures to improve access of young workers to formal employment and social insurance	UNICEF, WB, ILO	\$60,000

Monitoring: please only indicate output level indicators⁴

How will you know that change has happened? What indicators will you measure? What specific milestones will the program achieve and how do these contribute to the overall objective?

Joint Programme Outcomes			
Outcome statement 1: Capacities of NASP and Pension Fund to extend social insurance benefits (unemployment, sickness and maternity), including pensions, and care services to vulnerable groups (young, self-employed, women) are strengthened A roadmap for the pension reform is adopted leading to a new pension law			
Outcome indicator 1.1: NASP has relevant operational procedures and digital tools to provide social insurance benefits and care services to vulnerable groups	Baseline: No	Target: YesYes	Means of verification: official statements/reports from the NASP
Outcome indicator 1.2: a draft pension law is prepared and submitted to the Parliament	Baseline: Policy discussions engaged with international partners since Dec. 2024	Target: Development of a draft pension law	Means of verification: Copy of the draft law
Outcome indicator 1.3. A pension law is adopted by the GoU	Baseline: 0	Target: 1	Means of verification: Official legal portal (lex.uz) or approved documents
Outcome statement 2: Building capacity of the Pension Fund and NASP to implement social protection reforms and interpret actuarial outputs			
Outcome indicator 2.1. Pension fund and NASP staff trained to interpret actuarial outputs and extend their knowledge on actuarial modeling	Baseline: 0	Target: 3 staff from the Pension Fund and 3 staff from NASP are trained	

⁴ Please pick an indicator out of the outcome indicators below

Outcome indicator 2.2: Formalization and social protection coverage extension through communication and knowledge products (such as the simplification of business process)	Baseline: 0	Target: Development of a mobilization strategy to extend coverage	Means of verification: production of the strategy
Outcome statement 3: National Policy makers are equipped with policy options to address barriers to formal employment and social protection for young workers			
Outcome indicator 3.1: Action plan to address barriers to formal employment and social protection for young workers	Baseline: 0	Target: 1	Means of verification: Production of the Action Plan
Outcome indicator 3.2:	Baseline:	Target:	Means of verification:

Joint Programme Outputs			
Output 1 statement: Actuarial report of the pension fund to provide evidence-based analysis of scenarios of reforms is developed and tailored-made actuarial model are transferred to the Government of Uzbekistan			
Output indicator 1.1: Tripartite consultations with engagement of the workers' and employers' representatives	Baseline: 0	Target: Collection of tripartite scenarios of reforms and discussions within the National Tripartite Committee	Means of verification: Minutes of the National Tripartite Committee meeting(s)
Output 2 statement: National capacity to extend social insurance coverage and to deliver benefits and services (including maternity benefits) to informal economy workers including young and self-employed workers is strengthened and actuarial capacity building activities for NASP and PF contributes to improve the schemes' financial sustainability			
Output indicator 2.1. Pension fund and NASP staff trained to interpret actuarial outputs and extend their knowledge on actuarial modeling	Baseline: 0	Target: 3 staff from the Pension Fund and 3 staff from NASP are trained	Means of verification: monitoring reports
Output indicator 2.2: Percentage increase in eligible population who received social insurance benefits and care services	Baseline: 6.3 % (coverage in 2022 as per ILO SSI)	Target: 50%	Means of verification: official data from the NASP

Output indicator 2.3: Average number of days eligible population received social insurance benefits and care services	Baseline: n.a.	Target: 14 weeks (ILO minimum)	Means of verification: official data from the NASP
Output 3 statement: Enhanced institutional capacity and knowledge to promote formal employment for youth and their access to social insurance and social services			
Output indicator 3.1: Report on the barriers faced by young workers in accessing formal employment, and social insurance and care services based on qualitative and quantitative analysis based on tailored survey questionnaire, with policy recommendations on the barriers faced by young workers in accessing formal employment, and social insurance and care services	Baseline: No such survey exists and data on willingness to contribute to social security is non-existent	Target: Development of an analysis and a survey, which will inform by-laws.	Means of verification: formal publication by the NASP
Output indicator 3.2: Action plan to address barriers to formal employment and social protection for young workers	Baseline: 0	Target: 1	Means of verification: Production of the Action Plan

III. List of key outcome indicators for the M-GA (please select all that apply)

	Final Outcome Indicators
Accelerated creation of decent and productive jobs	☐ Change in number of people in work – of which wage work and self-employment ☐ Change in number of people engaged in more productive work of which – women, youth, disadvantaged people/regions, disability,... (measured by changes in wages or firm profits) ☐ Change in number of people in decent jobs (disaggregated by age, sex) ○ Change in informal employment, by sector and sex (SDG 8.3.1) and, where possible, by age and disability status ○ contributing to social security by employment status ○ working within the range of 'normal working hours' (35-48h/week) ○ earning less than the defined benchmarks (for example, XX per cent of the median wage or median labour income), by status in employment ○ affiliated to a union, a professional organization, a workers' association or a member-based organization of workers, by status in employment.

	○ covered by Fundamentals Principles and Rights at Work ☐ Alignment of wage growth with productivity growth ☐ Change in the number of learners benefiting from lifelong learning opportunities, by sex
Accelerated achievement of universal, comprehensive, adequate and sustainable social protection	☐ Number of persons and percentage increase in effective population coverage by social protection systems (disaggregated by sex and branch of SS), including children, people with disabilities, migrants ☐ Number of persons and percentage of population with increased level of benefits ☐ Number of persons and percentage increase in legal coverage for social protection ☐ Number of persons and percentage of population covered by a new branch of social security / social protection programs ☐ Total amount of social security contributions collected from workers (with a trend over years) / [and possibly: as a percentage of total social protection expenditures]
	Intermediate outcome Indicators
	☐ Resources allocated to social protection programs (disaggregated into domestic resources, donor programs and IFI lending, and private contributions) ☐ Resources allocated to jobs, skills, and employability programs (disaggregated into domestic resources, donor programs and IFI lending, and private contributions) ☐ Use of evidence in program design
	Other relevant outcome indicators (please fill in as many as necessary)

Appendix – answers to be provided by PUNOs only

Please fill in the tables below

Budget per UNSDG categories - for PUNOs only

Please fill in the detailed below and allocated budget of each involved agency based on the provided categories

UNSDG BUDGET CATEGORIES	PUNO 1 ILO		PUNO 2 UNICEF		TOTAL	
	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)	Joint SDG Fund (USD)	PUNO Contribution (USD)
1. Staff and other personnel	74,000		30,000		104,000	0
2. Supplies, Commodities, Materials	0		0		0	
3. Equipment, Vehicles, and Furniture (including Depreciation)	17,000		0		17,000	
4. Contractual services	167,000		30,000		197,000	
5. Travel	20,000		19,500		39,500	
6. Transfers and Grants to Counterparts	0		70,000		70,000	
7. General Operating and other Direct Costs	39,757		0		39,757	
Total Direct Costs	317,757		149,500		467,257	
8. Indirect Support Costs (7% of total direct costs – except for WFP and UNHCR which should apply 6.5% of total direct costs)	22,243		10,465		32,708	
TOTAL Costs	340,000	0	159,965	0	499,965	0

Gender Equality marker for PUNOs

Gender Equality Marker

Please copy the output as per in the workplan and add the Gender Equality marker score and justify the scoring. Please refer to the UNSDG guidance here: <https://help.uninfo.org/un-info/results-framework/results-framework-structure/suboutput-level/guidance-on-applying-tags-and-markers/guidance-on-applying-the-gender-equality-human-rights-and-sustaining-peace-markers>

Joint Programme Outputs	GEM Score	Justification
Output 1:	GEM 2	The JP will assist strengthen the social security system and provide comprehensive actuarial service to the Pension Fund, incorporating gender equality considerations to support women's empowerment. The actuarial analysis will include the gender-disaggregated data and examine how different reform scenarios impact men and women differently given women's unique life-course patterns such as career interruptions due to maternity and family care responsibilities. Such analysis will ensure that social security system and pension reforms are designed with a clear understanding of gender-specific vulnerabilities and needs, especially for women in formal and informal employment sectors. The actuarial scenarios will provide policymakers with robust evidence to design pension reforms that recognize and accommodate women's specific needs including caregiving roles and informal work, thereby promoting their economic empowerment and social security rights.
Output 2:	GEM 3	The JP will enhance the capacity of social protection institutions to extend insurance coverage to self-employed workers, with a particular focus on women, with the aim of reducing gender disparities in social protection coverage and ensuring that maternity, unemployment and sickness benefits are accessible to self-employed women. The JP will support the economic empowerment of women and the rights of self-employed women, in line with international labour standards, with a focus on the ILO Conventions on Maternity Protection (C183) and Workers with Family Responsibilities (C156). The JP will expand the dialogue on the role of social and solidarity economy in promoting women's employment with labour and social protection. The JP will address the current gender gaps in the social security system by fostering a policy dialogue and developing an SPO, as well as designing a national campaign based on a gender analysis that takes into account the specific barriers and inequalities faced

		by self-employed women and those with family care responsibilities when accessing social protection and maternity benefits.
Output 3:	GEM 2	The proposed survey will collect gender-disaggregated data and analyze the distinct challenges faced by young women and men when accessing formal employment with social protection and access to social services. It will identify gender-specific barriers to accessing formal employment, such as discrimination, caregiving responsibilities and participation in the informal sector, which disproportionately affect young women. The capacity of public institutions to collect, analyze and use gender-sensitive data on young workers will be increased. This will enable evidence-based policies to be developed that address the unique and differentiated needs of young women and men, particularly those in vulnerable or informal employment situations.