

# CIVIL SOCIETY ORGANISATIONS AND HUMAN CAPITAL DEVELOPMENT

Uzbekistan Country Report

Draft 04/02/2021

## FOREWORD

The voice and action of Civil Society Organisations (CSOs) in non-formal and informal learning supports young and adult people to access lifelong learning and contribute to attaining a quality education for all, as described by Sustainable Development Goal 4 (SDG4).

As a result of the Covid-19 pandemic, the CSOs are revisiting their activities in non-formal and informal learning and support to employment as a way forward in the new reality. Fast-moving global developments and Covid-19 disruptions have forced CSOs to rapidly adapt their services to stay closer than ever to local beneficiaries, and often to innovate.

These are among the overall conclusions of the ETF survey on the response to Covid19 by CSOs that act on human capital development (HCD), specifically non-formal and informal learning and support to employment. The ETF survey was conducted in 2020, building on previous work in this sector. It covered six countries: Albania, Jordan, Serbia, Tajikistan, Ukraine and Uzbekistan.

The ETF survey results feed the reflection about the role of CSOs as a mediator between public authorities and citizens. They provide relevant input in national and local policy dialogue as monitors, advocates and partners, although often they are merely consulted with limited effect on the policy decisions. Together, CSOs and institutional bodies could do more to promote HCD in changing societies and ensure that learning is effectively accessible, and that no one is left behind.

The objective of the survey was to appraise the CSOs' operational capacity in HCD, and their dynamics and resilience in the context of the pandemic crisis. For example, the survey appraised CSOs' proactivity vs reactivity in a time of emergency, their capacity to mobilise resources (human, financial), innovation and anticipation context, organisational learning capacity, complementarity concerning the action of local and national governments, and plans for the future.

Regarding the CSOs work in HCD, the survey focussed on:

- Skills development through non-formal and informal learning of young and adult people;
- Employment-related services that support the learning-employment link;
- Awareness-raising and advocacy on skills development and employment;
- Knowledge creation, utilisation and exchange on skills development and employment.

The Uzbekistan Country report provides the results of the ETF survey on CSOs that implement HCD-related activities in the country. It draws a portrait of the CSOs that in Uzbekistan contribute to HCD, including the challenges and opportunities they face.

The report starts with an introduction of the study's objectives, methodology and the CSOs country policy framework. Chapter 1 provides the profile of the CSOs that took part in the survey. Chapter 2 presents the findings related to the CSOs response to the Covid-19 pandemic effects on HCD. The report analyses the CSOs and Stakeholders and policy dialogue in Chapter 3 and the potential for future contributions to HCD in Chapter 4. The findings of interviews with a small group of CSOs beneficiaries are presented in Chapter 5. Finally, Chapter 6 structures the conclusions around key issues and presents recommendations about the CSOs' current engagement, role, and potential for the future in the HCD sector.

The co-authors of this report are Nodir Ergashev, Khudaynazar Kurbanov, Dr. Feruza Rashidova and Sirojiddin Olimov, who have carried out the survey in Uzbekistan. The concept, design, and methodology of the survey is the ETF team's responsibility, namely the team of experts, Siria Taurelli (coordinator), Margareta Nikolovska, Stylianos Karagiannis, Ian Cumming and Nadezda Solodjankina. The ETF has also prepared a summary of the main findings across all 6 countries that participated in the survey to overview their commonalities and differences, which can be found in the ETF Open Space. The aim is to draw general conclusions and support mutual learning and allow a joint reflection on the conditions that enable CSOs to be active in designing, implementing, monitoring, and assessing policies on HCD.

**Disclaimer:**

This report is neither copy edited nor formatted yet by the ETF. Except otherwise noted, the reuse of this document is authorised under a Creative Commons Attribution 4.0 International (CC BY 4.0) licence (<https://creativecommons.org/licenses/by/4.0/>). This means that reuse is allowed provided appropriate credit is given and any changes made are indicated. The facts and opinions expressed in this report are those of the authors and do not necessarily reflect the views of the ETF or the EU institutions.

## CONTENTS

ACRONYMS AND ABBREVIATIONS	6
INTRODUCTION	7
INFORMATION ABOUT CSOS AND THE LEVEL OF ACTIVITY OF RESPONDENTS	8
THE DEVELOPMENT OF SKILLS THROUGH NON-FORMAL LEARNING AND INFORMAL LEARNING	13
THE IMPACT OF THE COVID-19 PANDEMIC ON CSOS' ACTIVITIES	16
STEKEHOLDERS AND POLICY DIALOGUE	19
FUTURE CONTRIBUTION OF CSOS TO THE HCD	20
BENEFICIARY INSIGHTS	21
CONCLUSIONS	23
REFERENCES	24

## ACRONYMS AND ABBREVIATIONS

<b>ETF</b>	European Training Foundation
<b>EU</b>	European Union
<b>NGO</b>	Non-governmental organizations
<b>CSOs</b>	Civil society organizations
<b>VET</b>	Vocational education and training
<b>SDG</b>	Sustainable Development Goals
<b>KOICA</b>	Korea International Cooperation Agency

## INTRODUCTION

It is necessary to expand measures for social protection of the population in the context of a global pandemic.

In order to establish social protection of the population during the combat the spread of coronavirus infection in the Republic of Uzbekistan and ensure the stability of the economy Decree of the President № PF-5978 "On additional measures to support the population, industries and businesses during a pandemic coronavirus" was adopted. Also during this period, special attention was paid to the activities of non-governmental organizations and social support societies in order to introduce the population to professions and to provide employment.

All the necessary conditions are being created in the country for the introduction of a fundamentally new system of teaching of modern professions and entrepreneurial skills, attracting people on this basis to the labour and entrepreneurial activities of the unemployed and poorer categories of citizens. Women's entrepreneurship centers were established in all regions of Uzbekistan to support women. In today's challenging pandemic environment, these centers have provided practical assistance to nearly 28,000 women in entrepreneurship, handicrafts, professional retraining, and employment, as well as training 21,500 young girls in short-term professional courses.

The ETF conducted a survey to study the professional training of the population in the context of the pandemic and to consider the role of CSOs.

The ETF survey on the contribution of CSOs to lifelong development of people's human capital is being conducted based on the agreement signed between the non-governmental educational organization "Mahorat & Management" and ETF dated from 8<sup>th</sup> of August 2020.

In connection with the purpose of the survey, it was decided to involve organizations that are providing non-formal and informal learning, that includes, VET for the employment of young people and women.

This survey is conducted among selected CSOs across the Republic of Uzbekistan which have highly promoted informal and non-formal learning during the pandemic period for youth, women, and employment.

Due to the situation with CSOs' headquarters, the official addresses of most CSOs being located in the capital, were involved, but most of them also have regional offices throughout the country, and some CSOs are located in the regions.

### Methodology of survey

The following report outlines the methods and approaches used in this survey. To ensure quality and to check the clarity of the questionnaire for respondents' perception, a pilot test for 1-2 CSOs was conducted. According to the results of the test, appropriate changes were made and the questionnaire was finalized.

Detailed instructions for completing the questionnaire and carrying out a sample were prepared for CSOs participating in the survey.

Taking into account the COVID-19 pandemic situation initially it was planned to conduct the survey using face to face meetings with small groups (2 or 3 participants) of experts, an online platform and emailing stakeholder(s). The survey was conducted in Russian at the

request of the Respondents. Analysis of all questionnaires shows that the survey of one Respondent lasted on average 40-45 minutes. During the survey, the coordinator contacted the CSOs and answered all questions related to the questionnaire.

### **Institutional and legislative arrangements of the NGOs/ CSOs in the country**

During policy reforms recently carried out in Uzbek society, and taking into account the needs of the people in a significant way, about 300 legislative acts have been adopted. Some are aimed at increasing the importance of the role of CSOs, especially non-governmental organizations, as well as solving the most important socio-economic problems of citizens.

Laws of the Republic of Uzbekistan "On NGOs", "On guarantees of the activities of NGOs", "On state funds", "On social partnership", "On public control", "On public-private partnership" in modern development processes, the Decree of the President of the Republic of Uzbekistan dated May 4, 2018 No.5430 "On measures to radically increase the role of CSOs in the process of democratic renewal of the country" and other normative legal acts adopted in the next 3 years, are of great importance in order to further develop the activities of non-governmental organizations and ensure their independence.

In Uzbekistan, NGOs as an **institution of civil society** are growing quantitatively and qualitatively. Currently, there are more than nine thousand NGOs in the country, branches and representative offices of 29 international and foreign non-governmental organizations also operate. The following tables provide a statistical analysis of trends in the development of NGOs in Uzbekistan, their classification and role in various spheres of life (figure 1).



Today, Uzbekistan is creating favorable conditions for the effective activities of NGOs and CSOs which are improving from year to year. As a result, their number increases from year to year, and their areas of activity has expanded. For example, in 1991 there were about 100 NGOs in the Republic, and today their number is 9,478.

### **INFORMATION ABOUT CSOs AND THE LEVEL OF ACTIVITY OF RESPONDENTS**

The Survey on the contribution to the lifelong development of human capital across the Republic of Uzbekistan was carried out from October 2 to January 30 and asked CSOs



dozens of questions about their activities during the pandemic situation. This section provides an overview and summary of key analytical points of the survey.

We would like to learn how CSOs contribute to developing the skills, competences, knowledge and attitudes that support people's employment and realization of their potential. In the survey, we called this human capital development (HCD).

We would also like to know if the Covid19 pandemic has caused changes in their regular activities.

In accordance with the project implementation guideline, the selection of organizations was focused on organizations which contributed to HCD, in particular through their activities that support people's non-formal and informal learning, and better employment. In the survey, we call these organizations Civil Society Organizations (CSOs).

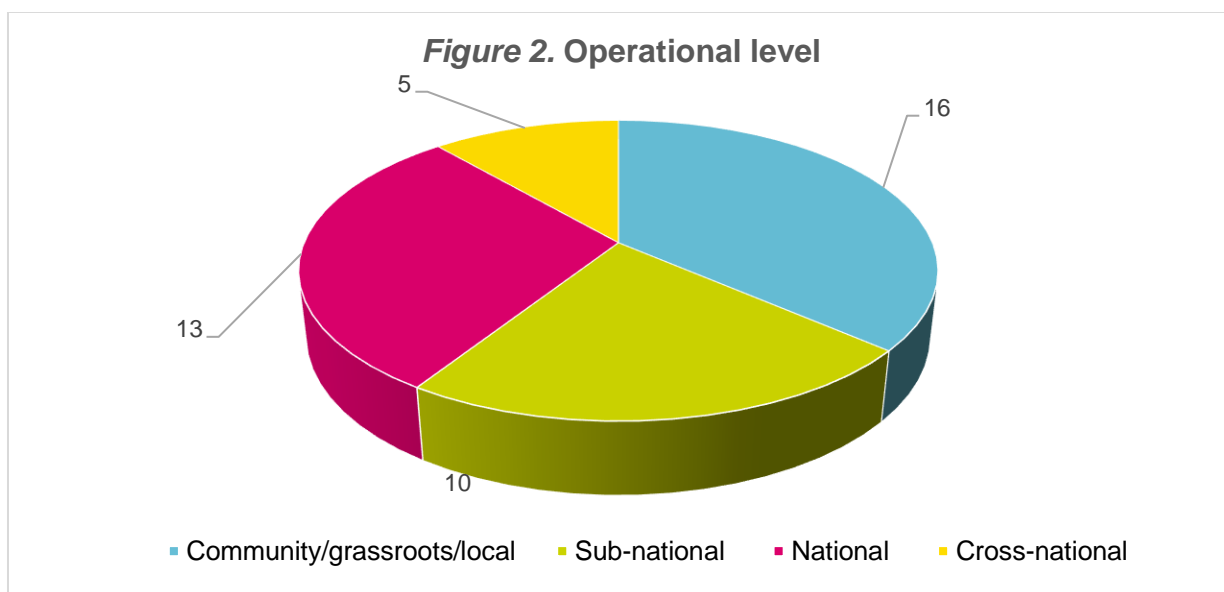
We provided a questionnaire that contained four sections: organization profile, CSOs response to the COVID-19 pandemic effects, stakeholders/policy dialogue and potential of their organization in the HCD sector.

The organization profile section contained questions about the main characteristics of their organization, areas of activities related to HCD, and implementation methods.

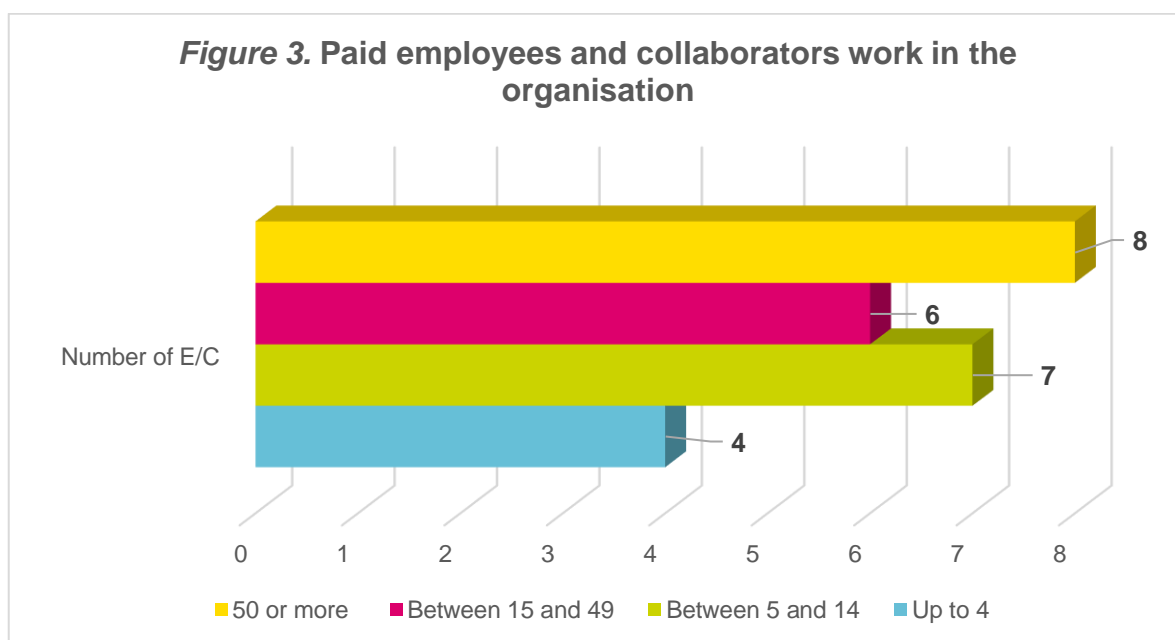
It was assumed that the survey would involve some 29 CSOs across the country, but due to the prevailing situation in the country, some civil society organizations were unable to participate in the survey. So, 25 of the 29 CSOs fully answered the questions of local experts.

CSOs who participated in the survey showed that 21 of the 25 head offices are located in the capital (Tashkent), two in Kashkadarya, one in Fergana and another in the Samarkand region. 10 of them indicated that they have additional offices and some of them have regional branches throughout the country in all 15 regions.

In the question concerning the functioning of the organization, it was suggested that the following levels should be assessed: community/grassroots/local, subnational, national and inter-national. CSOs were asked to rate each on a scale from one to three, where a rating of one represented "MAIN LEVEL" and a rating of three represented "NOT INVOLVED AT THIS LEVEL". According to the pie chart, most of the CSOs identified the community / grassroots / local level as the main one (Fig. 2).



Received answers show that the majority of organizations are actively participating and demonstrating their activities on social networks like Facebook, Instagram, Twitter, and YouTube and a minority of them are also active in LinkedIn and Tick-Tok. Almost all of them are very active in Telegram which is very popular in Central Asia. However, they all also have their own website address (URL).



As we found, most CSOs participating in the survey have an average number of employees of around 40-50 people. According to the chart above (Fig. 3), eight of the CSOs employ more than 50 employees and other CSOs employ less than 50 employees with paid work.

In accordance with the legislation of the Republic of Uzbekistan, legal entities and individuals can financially or otherwise support the activities of CSOs. CSOs are also provided with

subsidies from the Foundation, as well as grants based on competitions for state support. CSOs can independently finance the provision of various services or the selling of goods without breaking the law.

In the process of the questionnaire, the issue of funding of organizations was also included and the CSOs were asked to rate each on a scale from one to three, where a rating of one represented "MAJOR SOURCE OF FUNDING" and a rating of three represented "NOT A SOURCE FOR US".

The survey found that 40,0 percent of participating CSOs were self-funded organizations, raising funds for projects, selling goods or services, while 32,0 percent of them were funded by State funds and a very small percentage financed their activities through private donations or donor funds. The detailed output is shown in the table below (Figure 4).

**Figure 4**

CSOs→	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25
Self-financed	1	2	3	1	1	1	3	3	3	1	1	3	3	1	2	2	1	2	3	3	3	3	1	1	3
Private donations	3	3	3	2	3	3	3	3	3	2	3	3	1	3	1	3	2	1	3	1	3	3	3	3	3
Donors funds	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	2	3	3	1	1	1	1	3	1	1
Governmental funds	3	3	2	3	3	3	1	1	1	2	2	1	3	3	3	1	3	3	3	1	3	1	3	2	1
Other																									

*(1-Major source of funding; 2-Minor source; 3-Not a source for us)*

Most of the CSOs that participated in the survey were created over the past five years and are actively involved in the development of human capital. There are also some CSOs with 15-20 years of experience among the participants (Fig.5).

**Figure 5**

#	Name of Organization	Year of foundation
1	Profitraining	2018
2	Fides Academy	2016
3	Iffatli kelin	2001
4	Accademy of Accountants	2007
5	Lanex Education	2003

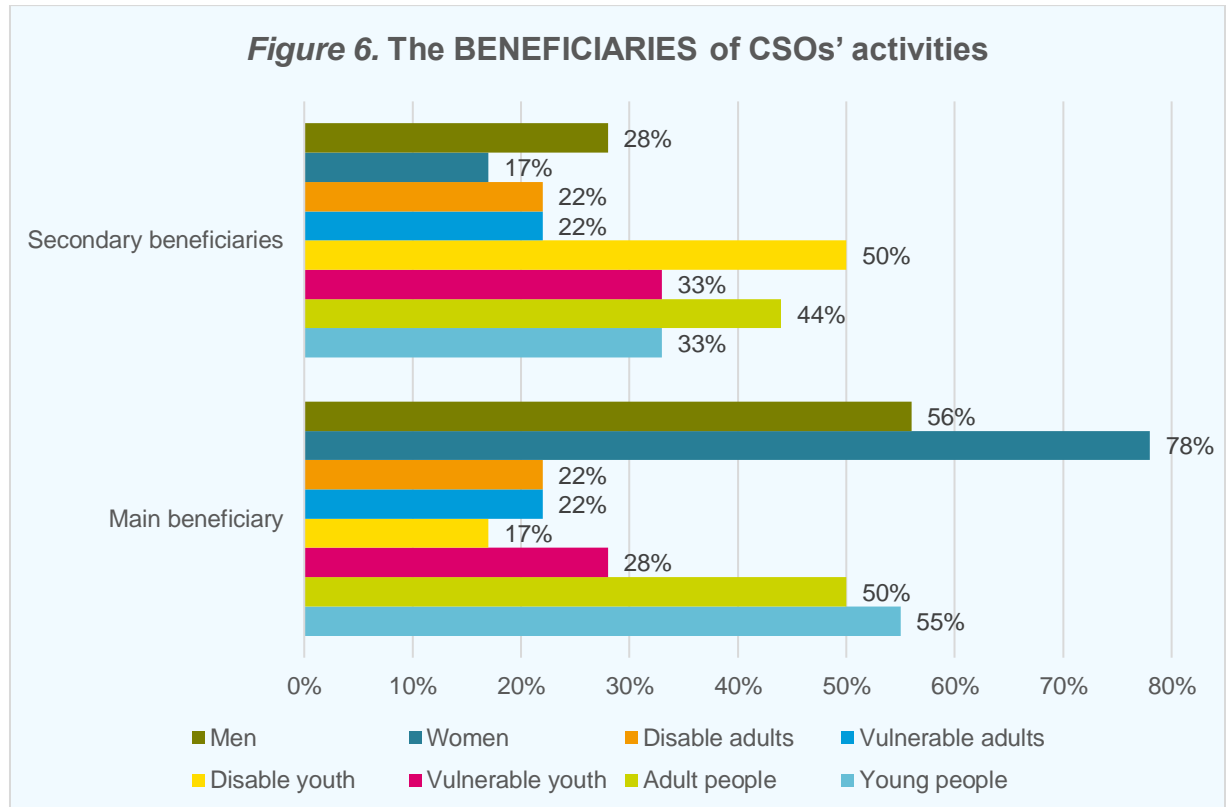
6	Mashhura	1994
7	KOICA learning center in Shakhrisabz	2018
8	KOICA learning center in Tashkent	2012
9	KOICA learning center in Samarkand	2016
10	Association of chefs	2012
11	Najot talim Center	2018
12	Women Entrepreneurship Center	2019
13	Digital Top Expert	2018
14	RedFox	2018
15	Transfer of Tech	2012
16	Center for Youth and Children with Disabilities	2017
17	Nurmatov Academy	2018
18	Business Event Group	2016
19	"Barqaror hayot" International social and educational center	2003
20	"Mehrjon" NGO	2007
21	"Intilish" NGO	2003
22	Istiqbolli avlod Karakalpakstan	2018
23	Academy of entrepreneurship and business	2020
24	"UzTEA" NGO	1996
25	Istiqbolli avlod Karakalpakstan	2001

Ensuring sufficient opportunities for meaningful civil society participation in the SDG implementation and review processes is important at the global, regional and national levels. In Uzbekistan, CSOs also play a crucial role in implementing the SDGs.

Between September 2019 and May 2020, a number of seminars and round tables on the preparation and preparation of the Voluntary national review were organized in collaboration with relevant ministries and agencies, with the broad participation of CSOs and Parliament, as well as with the support of the United Nations. Regular measures were taken to raise public awareness and publicize national achievements of the SDGs in print and electronic media. In particular, in five regions of Uzbekistan -Surkhandarya, Kashkadarya, Namangan, Andijan, Syrdarya regions - 28 consultations were held on the Sustainable Development

Goals, involving 1,348 people from non-governmental and non-profit organizations, youth, people with disabilities, the media and bloggers<sup>1</sup>.

According to the survey, it showed that the majority of respondents also strongly support the implementation of SDG 1, SDG 4, SDG 5, SDG 8, and SDG 17.



With regard to the question on the beneficiaries of CSOs, more information about which group of people usually participate in CSOs was gathered. The CSOs were asked to rate each on a scale of one to three, where the rating of one represented the “main beneficiary” and the rating of three represented “never in their activities”. The percentage chart above (Figure 6) shows that the majority of CSOs' beneficiaries, such as women, men, and youth, especially the unemployed level of the population, are involved in CSOs. In addition, we also see that the disabled adults/youth and vulnerable adults/youth are widely involved in CSOs activities, and social equality and social protection are fully supported by CSOs.

## THE DEVELOPMENT OF SKILLS THROUGH NON-FORMAL LEARNING AND INFORMAL LEARNING

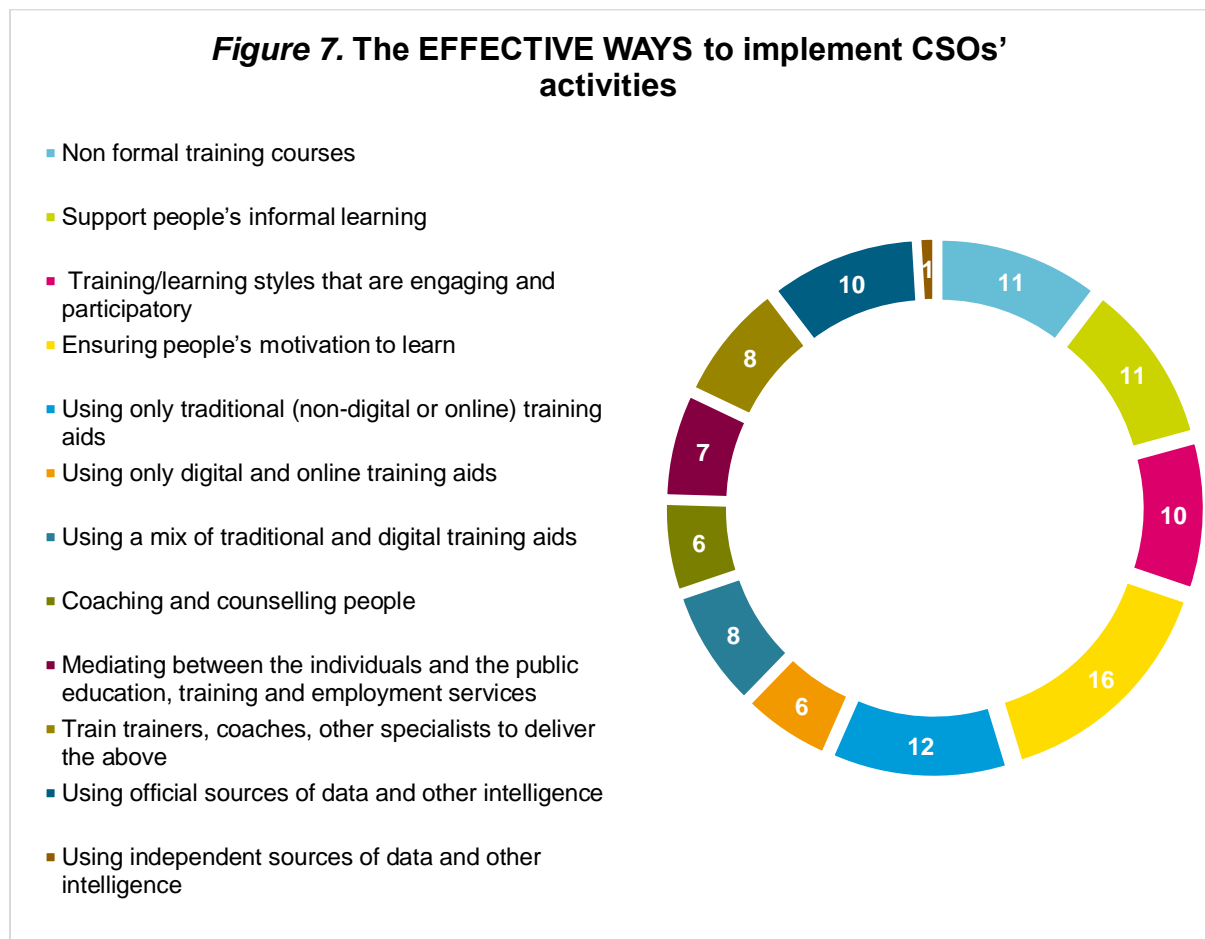
Concerning the question about CSOs' activities related to skills development through informal or non-formal training, as well as employment services, a large number of CSOs

<sup>1</sup> [https://sustainabledevelopment.un.org/content/documents/26381VNR\\_2020\\_Uzbekistan\\_Report\\_Russian.pdf](https://sustainabledevelopment.un.org/content/documents/26381VNR_2020_Uzbekistan_Report_Russian.pdf)

responded that they provided extensive non-formal training to young people/adults and had increased non-formal training for people, as well as support for the expansion of self-employment.

In the content of their organization's activities related to skills development through informal and non-formal training, as well as employment services, 2/3 of respondents identified literacy and numeracy, technical competencies (for example, professional skills, technical skills, digital skills, other work-related skills, etc.), and key competencies such as learning, teamwork, leadership, communication, languages, public speaking, self-confidence, entrepreneurship, etc.

The most effective ways to implement the above activities in the field of skills development, non-formal and informal learning, employment-related services the CSOs were asked to rate each on a scale of one to three, where the rating of one represented the “very effective” and the table below is based on the ratio shown by respondents as the very effective way to implement their activities, and we can see the results in the chart below (figure 7)



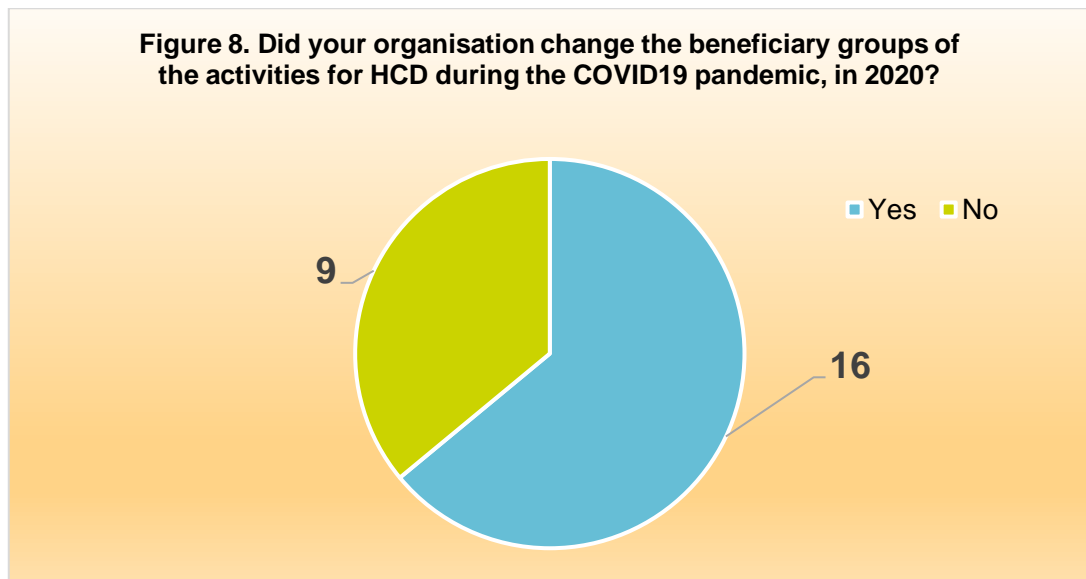
In addition, most CSOs believe that the most effective learning environments in the areas of skills development, informal and non-formal learning, and employment-related services are

classrooms, training centers, and on-the-job, and some emphasize online through social networks such as Facebook group, and other structured platforms.

## THE IMPACT OF THE COVID-19 PANDEMIC ON CSOS' ACTIVITIES

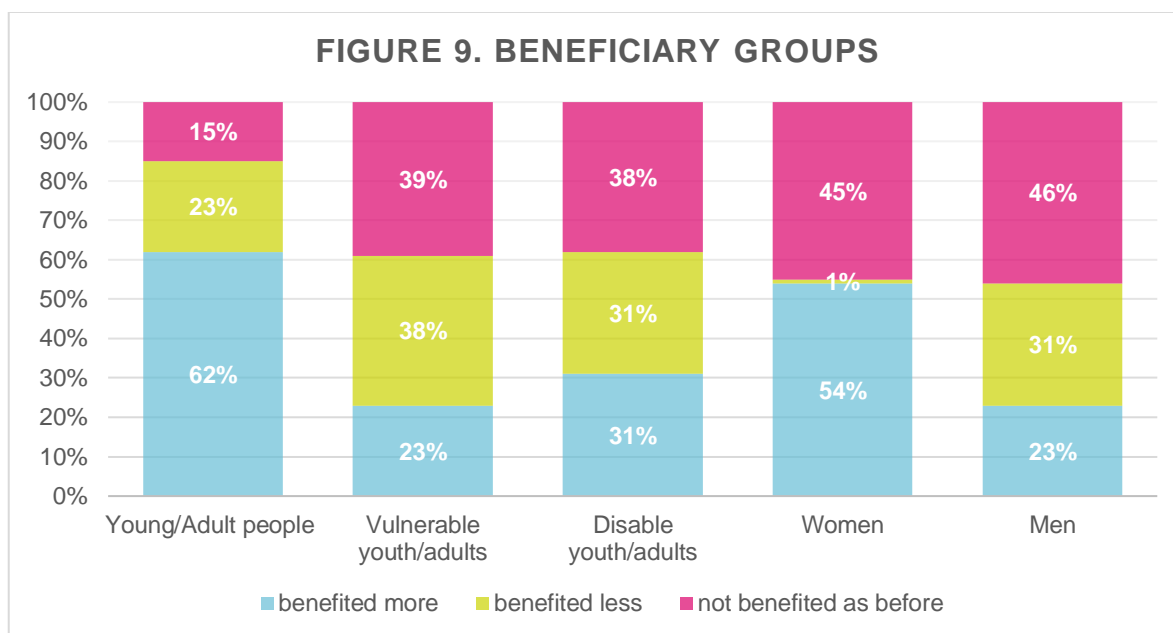
As mentioned above, questions about the impact of the COVID-19 pandemic on CSOs were asked, and the questions in this section related to changes in beneficiary groups and the activities of their organizations in 2020 due to the COVID-19 pandemic.

As for the question “*Did your organization change the beneficiary groups of the activities for HCD during the COVID-19 pandemic?*”-16 out of 25 respondents noted that the pandemic has changed their activities (Figure 8).



With regard to the question of beneficiaries from CSOs' activities during the COVID-19 pandemic in 2020, more information about which group of people usually participate in CSOs during pandemic period was gathered. The CSOs were asked to rate each on a scale of one to three, where the rating of one represented the “BENEFITED MORE” and the rating of three represented “NOT BENEFITED AS BEFORE”. The percentage chart below (Figure 9) shows that most of its activities were for the benefit of women and youth/adults during pandemic.





The CSOs also stated that they changed their priorities in the beneficiary groups due to their own needs and demands of the beneficiary groups, as well as their own assessment and initiative.

The results of the study showed a small number of the CSOs in relation to their organization’s activities for HCD, had made few changes in providing non-formal education to youth/adults and creating intellectual information about skills development and/or employment during the COVID-19 pandemic in 2020 compared to previous years. This is reflected in the new types of activities that were in demand by the beneficiaries and their own assessment and initiative.

### **Using Digital learning tools during the COVID-19 pandemic in 2020**

The use of digital technologies was also crucial and these were powerful enablers for delivering non-formal and informal learning during the COVID-2019 pandemic. For this reason the respondents were asked that how much their organisation used digital learning tools during the COVID-19 pandemic in 2020, compared to previous years.

Results from the survey showed that 20 out of 25 CSOs used digital learning tools during the COVID-19 pandemic more than before, mostly using virtual classroom software such as Teams, Google Classroom, Moodle and synchronous video communication tools such as Zoom, Skype, WhatsApp, Facebook live and social networks.

### **Learnings from pandemic crisis in 2020**

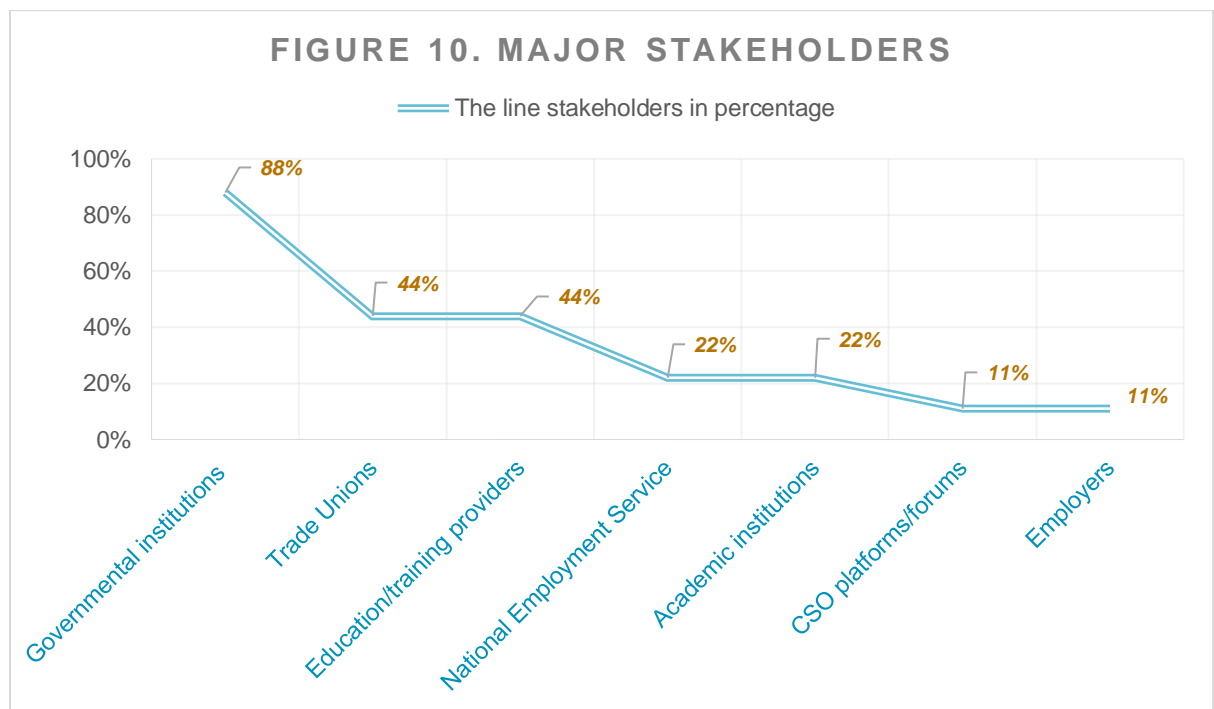
From the implementation of human capital development activities in response to the COVID-9 pandemic crisis in 2020, the CSOs expressed the belief that they had learned to a great extent to re-prioritize, innovate their existing services and to offer new services, They also stressed that they needed to understand the needs of new beneficiary groups, motivate their employees/volunteers, retrain their staff and attract other employees/volunteers, collaborate with other organizations, innovate in their internal processes and procedures, and improve their organizational skills and experience.

## STAKEHOLDERS AND POLICY DIALOGUE

This section contains questions related to the organization's participation in the policy dialogue with institutional partners, as well as the organization's contribution to HCD policies in terms of strategy and policy development, budgeting of programs and activities, implementation, monitoring, evaluation, and policy review.

In this regard, CSOs were asked whether their organization was involved in the policy dialogue on non-formal learning, non-formal learning and employment, and in this case who the stakeholders were. Half of the respondents answered that they were not interested or involved in policy dialogue.

The other half of the CSOs were asked to rate each on a scale of one to three, where the rating of one represented the "major" and the rating of three represented "not a stakeholder for our organization". The chart below (Figure 10) shows that Governmental institutions are indicated by CSOs as the main stakeholder.



Respondents also showed a link between themselves and the stakeholders mentioned above, usually in monitoring reports and dissemination of analysis and research results. With regard to HCD, a large number of CSOs described their organization role compared to the government role as Complementary and Advisory roles

## FUTURE CONTRIBUTION OF CSOs TO THE HCD

In line with the potential of CSOs in the HCD sector, they were asked about their current advantages and possible future contributions to the HCD sector.

In accordance with the survey questions, CSOs were asked to emphasize the advantage of their organization over other (public, private, non-governmental) organizations and rate each of them on a scale from one to three, where the rating of one is “Main advantage”, and the rating of two is “Advantage”, and the three is "No advantage". Support for the effectiveness of education, training, and other learning processes is highlighted by the majority of respondents as a major advantage (Fig. 11).

Figure 11

Advantage	Main advantage	Advantage
Support effectiveness of education, training and other learning processes	18*	7
Provide innovative advice to shape HCD policies	12	2
Provide independent advice to shape HCD policies	9	3
Monitor skills development policies' implementation	8	4
Improve the quality of the HCD policy dialogue	7	5
Detect needs of groups out of the formal learning and employment system, and bring their voice to the policy dialogue	6	7
Guarantee transparency of public consultations	5	8

*\*indicates the number of selected responses*

There are some domains also in which CSOs make a point of strengthening their contribution to HCD, in the future:

1. Accessibility of formal, non-formal, informal learning
2. Inclusiveness of learning opportunities (regardless of age, gender, abilities, citizenship, vulnerability, employment status etc.)
3. Quality of learning opportunities
4. Provision and promotion of technical competences
5. Self-employment and entrepreneurship
6. Future of work and piloting innovation of work
7. Digital society and economy
8. Sustainable living and green economy
9. Future of learning and piloting innovation in learning
10. Accessibility of employment opportunities (formal, informal, from informal to formal)

## BENEFICIARY INSIGHTS

During the survey, six beneficiaries were also involved in a survey to determine the significance of CSOs and their place in society. And they were asked some open-ended questions related to the CSOs' activities, as well as ideas or insights from the beneficiaries about this.

The findings of the interviews showed that participants of the CSOs' trainings generally aim to advance the knowledge/experience in modern competences or get a qualification in short term courses in order further to find suitable employment.

The results of the interview showed that the participants of the training, in general, strove to promote knowledge/experience in the field of modern competences or get a qualification in short term courses in order to find a suitable job in the future.

As for the attitude of beneficiaries to CSOs, most of them highly appreciated the individual approach of CSOs to learners and targeted training programs in the labour market.

Below are the questions asked and the answer of some participants:

*Q: Please describe something you really LIKED about the training, support or other guidance you received.*

*A: ... "The non-governmental educational organization "Mahorat and Management" has an individual approach to students. The abilities and interests of each student are considered during trainings and assignments. I like this approach because I know that the center considers my strengths and weaknesses during practical sessions with the participation of practicing teachers" ...*

The results of the survey of beneficiaries showed that the majority of learners prefer to participate in CSOs that have joint training programs with foreign companies or partners. They believe that through the process of implementing joint programs, it will be possible to exchange experience and achieve recognition of certificates/qualifications both in the local labour market and abroad.

The interviewees were asked to give ideas about new training or services that could be introduced training or services that could be introduced to help them develop their skills or chance for employment. The result showed that they highlighted the development of courses with the addition of some services to develop learners' digital, marketing, and strategic/critical thinking skills (figure 12).



Learners also underlined that during the pandemic period they had an opportunity to compare the CSOs on how they performed their form of training (online, offline), and learners had a chance to choose the best one.

According to the results of the answers of beneficiaries most of the CSOs commonly receive feedback from learners on the advantages and disadvantages of their training and gained knowledge in order to further improve the services provided

Almost all beneficiaries emphasized that they offer CSOs and their training to their friends and others.

## CONCLUSIONS

Various processes are taking place in the world community today which affect the development of the concept of "man-society-state", and accordingly this is undergoing profound changes. This is primarily due to the changes that are taking place in the legal sphere of each state, of course, in terms of the institutional development of NGOs as an important factor in the development of CSOs.

Undoubtedly, today the priority of ensuring the well-being of the younger generation is relevant, both around the world and in Uzbekistan, because each nation must first of all take care of raising a healthy generation, the spirit of patriotism in each child, directing them in the right direction and helping them find their place in society. On the other hand, the reduction of unemployment in society and the formation of new and modern skills for people is also one of the most actual issues.

In this direction, strengthening the capacity of NGOs, the role and importance of CSOs, their participation in the implementation of programs for socio-economic development of the country and ensuring the welfare of the population will help to increase the effectiveness of programs in the field of protecting the rights and legitimate interests of women, children and the family as a whole.

In recent years, public and charitable organizations have significantly improved their understanding of the importance of organizational development, and they have begun to invest in improving their policies and procedures, developing strategic plans, and managing their organization.

The potential of NGOs should be noted that in previous years were the period of dynamic formation and development, supported by wide layers of the population, varied NGOs and other CSOs. They have played an important role in deepening democratic reforms and currently have all the necessary legal conditions to improve their efficiency and the further development of the system.

In conclusion, we would like to note that the country has sufficient positive experience in creating organizational and legal mechanisms for interaction between NGOs and state structures. At the same time, the adoption of the law "On social partnership" and legal acts in the future will help strengthen the capacity of NGOs and other CSOs to help youth, women, as well as to unemployed people to obtain the best skills.

## REFERENCES

1. The Law of the Republic of Uzbekistan "On NGOs" dated 14/04/1999.
2. The Law of the Republic of Uzbekistan "On guarantees of activities of NGOs" dated 03/01/2007.
3. The Law of the Republic of Uzbekistan "On social partnership" dated 25/09/2014
4. The Law of the Republic of Uzbekistan "On public-private partnership" dated 10/05/2019
5. "On the implementation of the 2030 agenda for sustainable development" - Voluntary National Review 2020 (*Добровольный Национальный Обзор 2020 "О реализации повестки дня до 2030 года в области устойчивого развития"*)
6. Decree of the President of the Republic of Uzbekistan No.5430 "On measures to radically increase the role of CSOs in the process of democratic renewal of the country" dated 04/05/2018
7. Links: <https://strategy.uz>; <https://www.yumh.uz>; <https://www.minjust.uz>; <http://uza.uz>; <https://lex.uz>
8. [https://sustainabledevelopment.un.org/content/documents/26381VNR\\_2020\\_Uzbekistan\\_Report\\_Russian.pdf](https://sustainabledevelopment.un.org/content/documents/26381VNR_2020_Uzbekistan_Report_Russian.pdf)