

## **MINUTES**

### **of the meeting (virtual) of the Project Board of the Project Prevention Corruption through Effective, Accountable and Transparent Governance Institutions in Uzbekistan (PCEAT)**

**Project: “Prevention Corruption through Effective, Accountable and  
Transparent Governance Institutions in Uzbekistan”**

**Date:** April 20, 2022.

**The purpose of the meeting:** discussion of the implementation of paragraphs 2 and 21 of the Biennial Work Plan of the Project for 2021-2022, and consideration of the implementation of the program for the allocation of small grants to develop the capacity of civil society in combating corruption on the basis of the competition "The best anti-corruption mini-project", as well as the implementation of a pilot project on implementation of the Human Resource (Personnel) Management System in one of the government bodies.

The Project Board discussed the implementation of paragraphs 2 and 21 of the Biennial Project Work Plan for 2021-2022, which also provides for the implementation, together with non-governmental non-profit organizations and other civil society institutions, of joint projects to combat corruption within the framework of social partnerships, as well as practical research on improving legislation to prevent corruption in various areas, including in the civil service.

Project Manager Nariman Muradasilov briefed the Board on these issues:

“Dear Project Board!

The expansion of civil participation and activity of civil society in achieving the SDGs is a critical development factor at the present time. Non-Governmental Organizations (NGOs) and other civil society institutions are the first front for solving the most pressing societal problems in any country. According to the Ministry of Justice of Uzbekistan, there are more than **nine thousand** NGOs operating in the country, including, for example, 280 in the field of women's empowerment, 220 in the field of health, 150 in education, etc. About 60% of them work in the regions, in the countryside, far from the center of the country.



According to surveys, every day, in addition to specific issues related to their specifics, they also have to solve problems related to bureaucracy and / or corruption. The involvement of non-governmental organizations, especially those working in the regions and rural areas, and primarily pursuing the interests of the most vulnerable groups of the population, by giving them independence and autonomy in choosing the anti-corruption topic and direction, or anti-corruption task that they would like to solve, is the best approach to improve their commitment, engagement and courage, to strengthen the principle of “leaving no one behind”. The project proposes to announce a competition among NGOs for the best anti-corruption innovative mini-project in their field, with an emphasis on the most vulnerable segments of the population. NGOs pursuing the interests of women, the elderly, youth, disabled people, journalists know better what issues and problems they face related to corruption in their field, and may have a professional vision and solutions for them, but may lack both administrative and financial resources to solve them.

The project proposes to use UNDP's administrative and financial instrument for the allocation of Low Value Grants Procedure for the implementation of the competition. All detailed conditions for the Competition will be set out in the relevant Regulations, the composition of the selection committee and other conditions and requirements will be developed in accordance with the rules and procedures of UNDP. Five winners will be determined and awarded with cash grants - 10 thousand dollars in soums at the UN exchange rate on the day the money is allocated for each of the 5 winning projects (NGOs). The geography (location) and sector of activity of the NGO will be taken into account and prioritized. It is also proposed to attract as a partner another UNDP project, implemented jointly with the Anti-Corruption Agency “Strengthening civic space and the voice of women and youth to enhance the role of the Anti-Corruption Agency in Uzbekistan”, which also works towards strengthening the role of women's and youth NGOs in combating corruption.

2. The project has successfully implemented several anti-corruption mechanisms and regimes in the civil service together with national partners, including an anti-corruption compliance management system, a system for monitoring and evaluating anti-corruption programs and government actions. At the same time, human resources remain the most critical, valuable and decisive resource and source of Civil service. It is equally important to establish integrity guidelines in the processes of the entire cycle of civil service, in relations between the state body and its employees. This is provided by the Human Resources management system.



The project proposes to pilot a modern, based on international best practices and standards, human resource management system in one of the state government bodies, which shall be based on the principle of meritocracy, with ensuring: a) selection and recruitment of employees through a competitive system based on knowledge, experience, competencies and merit required for a particular position; b) promotion and career advancement purely on the basis of competence, performance achievements and merit; c) payment in accordance with the position, rank, class and personal labor productivity and efficiency, and not personal characteristics; d) a real opportunity for career and personal growth and talent development, both vertically and horizontally; e) protection from management arbitrariness, political interference in work, and layoffs as a result of management changes. Then an architecture shall be formed in the civil service, in which competent employees with integrity are initially and constantly hired, who will form a corporate culture that does not accept dishonesty and corruption. The pilot project will also contribute to the advancement of women, youth and other vulnerable groups by introducing the well-known principle of "strong consideration if not outright preferential treatment", using "affirmative action" in the civil service in cases of selection and promotion of vulnerable candidates or employees.

Please consider".

Based on the results of the virtual meeting of the Project Board the following,

### **DECISIONS ADOPTED:**

1. Approve the proposal of the project manager to organize and hold a competition for the "Best Anti-Corruption Project" among non-governmental non-profit organizations (NGOs) and other civil society institutions (CSOs) with an emphasis on the most vulnerable segments of the population.
2. Use the UNDP Low Value Grants Procedure tool to implement the competition.
3. Allocate funds from the Project budget in the amount of 50 thousand US dollars to finance 5 projects of winners among NGOs and CSOs, which carry out activities, among other things, to protect the interests of the most vulnerable segments of the population.
3. The project shall develop Regulations on the competition, criteria for selecting winners, a selection committee, and other documents within the framework of the Low Value Grants Procedure.
4. Negotiate with the UNDP project, implemented jointly with the Anti-Corruption

Agency “Strengthening civic space and the voice of women and youth to enhance the role of the Anti-Corruption Agency in Uzbekistan”, for a partnership in organizing a competition where they could fund two more winner-projects.

5. Approve the proposal of the project manager for the implementation of a modern HR management system based on international best practices and standards in one of the state authorities, which shall be based on the principle of meritocracy. The national coordinator will present the candidature of the state body in accordance with the general procedure.

6. The project shall develop an appropriate concept, terms of reference, select a high-quality and experienced service provider for the implementation of the HR management system, and implement a pilot project.

A P P R O V E



**Ruslanbek Davletov**  
Minister of Justice  
National project coordinator

28 April 2022

A P P R O V E

DocuSigned by:  
*Matilda Dimovska*  
92E534FAA99B495...

**Matilda Dimovska**  
Resident Representative  
UNDP in Uzbekistan

29-Apr-2022

\_\_\_\_ April 2022