National Agency for Social Protection under the President of the Republic of Uzbekistan and Public Association of Disabled People of Tashkent City "SHAROIT PLUS"

Third Inclusive Business Forum

Date/Time: May 2, 2025, 9:00 - 17:30 (Tashkent time)

Venue: Conference Hall No1 "Uzexpocentre"
Address: Republic of Uzbekistan, 100084, Tashkent, Amir Temur Street, 107.

Reference point: Bodomzor metro station, International Hotel Tashkent hotel.

Location: https://yandex.uz/maps/-/CHVqBS18

Phone: +998 (90) 901-27-38 (Dilovar Arabjanova, Forum coordinator)

The main language of the forum is Uzbek. Simultaneous interpretation into Russian, English and Uzbek Sign Language will be provided.

Link to participate in Zoom:
https://us06web.zoom.us/meeting/register/y8DABySsQumO6XlDepGtLA

Link to the live stream on YouTube: https://youtube.com/live/QYDcdplYoTI

For more information, please visit the Forum website:
https://forum.ishplus.uz/en/

Forum program

09:00 – 9:45 **Registration of participants**

9:45 – 10:00 **Opening of the Forum, Welcome speech of the organizers**

- **Mr. Mansurbek Olloyorov**, Adviser to the President on Social Protection, Director of the National Agency for Social Protection under the President of the Republic of Uzbekistan
- **Ms. Mukhabbat Rakhimova**, Chairperson of the Public Association of Disabled People of Tashkent City "SHAROIT PLUS" (NGO)
- **Ms. Akiko Fujii**, UNDP Uzbekistan Resident Representative

10:00 – 10:45 **Panel Session No1: Practical Experience of Inclusion of People with Disabilities in the Field of Public Catering and Trade**

Moderator: **Malika Sharipova**, Founder and Director, CARE CSR

- SOFIYA QANDOLAT LLC (Safia Cafe & Bakery), **Maftuna Zufarova**, Head of the Human Resources Department of the Production Factory (10 min)
- MAK FOOD SERVIS LLC (EVOS), **Kamola Kobilova**, Training Department Specialist (10 min)
- Tashkent City Mall, **Dilbar Azizova**, HR Director (HRD) (10 min)

Q&A: (15 min.)

10:50 – 11:35 **Panel Session No2: Practical Experience of Inclusion of People with Disabilities in the Banking and Service Sector**

Moderator: Gulnora Urmanova, Chairperson of the Board of the Association of Employers of Uzbekistan

- KAPITALBANK, **Oksana Lyndina**, Advisor to the Chairman of the Supervisory Board of Kapitalbank, CEO of Kapital Academy (10 min)
- Yandex Uzbekistan, **Timur Aliyev**, Head of Yandex Go Travel Service (10 min)
- "Motorica," **Maksim Yemets**, cyborg, prosthetics test pilot, and head of the cyborg community (10 min)

Q&A: (15 min.)

11:40 – 12:10 **Coffee break**

12:10 – 13:00 **Panel Session No3: Promoting Inclusion and Shared Values through Employment**

Moderator: Mikhail Krivonos, International Partner of the Raoul Foundation, Sweden

- Creating Inclusive Workplaces – Values, Vision and Practice from Sweden **Lennart Jönsson**, Chairperson of WiljaGruppen and social entrepreneur, **Bengt Ljungbäck**, Member of the Wilja Gruppen, will share their experiences and reflections on how strong values and a clear vision of inclusion have shaped their efforts to increase access to meaningful employment for people with disabilities in Sweden.

  The session focuses on lessons learned, practical strategies and the importance of a values-based approach in building truly inclusive labour markets. (20 min)

Q&A (30 min)

13:00 – 14:00 **Lunch break**

14:00 – 14:45 **Panel Session No4: Inclusive Leadership: How Employers Can Transform Uzbekistan's Labor Market**

Moderator: **Yulia Yakovleva**, Founder and Head of the Group of Consulting Companies, Person Hunters, Executive Director of the Association of Employers of Uzbekistan

- Inclusive corporate culture: how to create a working environment for everyone? **Aziz Abdullaev,** Acting Director of PRAXIS PLUS LLC (10 min)
- Inclusive culture begins with learning: how to form the right behavior, **Sabina Adylova** Head of Online and Compliance at ALPHA (10 min)
- Inclusive Horizons: Education and Entrepreneurship for All, **Mavlyudakhon Shirinova**, Director of the Republican Center for Socio-Economic Development “SABR” (10 min)

Q&A: (15 min.)

14:50 – 15:35 **Panel Session No5: Active Labor Market Policies in Uzbekistan to Ensure Inclusive Employment**

Moderator: Dilmurad Yusupov, Co-founder and Member of the Board of the NGO "SHAROIT PLUS", Project Manager ishplus.uz

- Subsidies and benefits for employers in the employment of people with disabilities in Uzbekistan, **Jakhongir Bakhromov**, Chief Specialist of the Department for Combating Poverty and Maintaining the Register of Low-Income Families of the National Agency for Social Protection under the President of the Republic of Uzbekistan (15 min)
- Youth with Disabilities in the Labor Market: Current Status and Barriers, **Adiba Nuruddinova**, Deputy Director of the Institute for the Development of Social Protection under the National Agency for Social Protection under the President of the Republic of Uzbekistan (15 min)

Q&A: (15 min.)

15:40 – 16:20 **Coffee break**

16:20 – 17:30 **Final session: Recommendations and strategies for the development of inclusive business in Uzbekistan**

Moderator: Dilmurad Yusupov, Co-founder and Member of the Board of the NGO "SHAROIT PLUS", Project Manager ishplus.uz

- Business representatives, government agencies and public organizations of people with disabilities will develop **an action plan until 2027** (45 minutes)
- **Awarding certificates to the speakers and volunteers.**