



International
Labour
Organization

Third-party monitoring of measures against child labour and forced labour during the 2017 cotton harvest in Uzbekistan

A report submitted to the World Bank
by the International Labour Office

Foreword

This report has been prepared by the International Labour Office pursuant to an agreement between the ILO and the World Bank to carry out third-party monitoring of the World Bank-financed projects in agriculture, water and education sectors in Uzbekistan. Third party monitoring was undertaken and reported on also in 2015 and 2016. The ILO is grateful for the cooperation of the tripartite constituents of Uzbekistan in the monitoring and assessment process. The ILO has tried to reflect the constructive comments and input received from national governmental and non-governmental organizations, including civil society representatives, throughout the process. In line with the request of its partners in Uzbekistan the report contains a number of concrete suggestions for further opportunities, including cooperation involving the ILO and the World Bank. The ILO alone is responsible for the conclusions in this report.

The ILO Third-Party Monitoring (TPM) Project has been made possible by a Multi-Donor Trust Fund established by the World Bank with support from the European Union, the United States and Switzerland in order to finance activities to support the elimination of child labour and forced labour in the cotton sector in Uzbekistan and to strengthen the capacity of state and non-state institutions to address the sustainability of cotton production and agricultural reform in general.

February 2018

Table of contents

Executive Summary.....	4
1. Summary of 2017 observations	7
2. Summary of 2017 recommendations	8
3. Methodology.....	10
3.1 Pre-harvest phase	10
3.1.1 Nationwide training and capacity building	10
3.1.2 Pre-harvest Roundtable	12
3.2 The harvest phase	14
3.2.1 On-site monitoring by ILO experts.....	14
3.2.2 Telephone poll methodology.....	16
3.2.3 Awareness raising campaign.....	18
3.3 Post-harvest consultation and engagement.....	19
3.3.1 Roundtables	19
3.3.2 Civil society consultation	19
4. Observations	20
4.1 Wages.....	20
4.1.1 Wage increases	20
4.1.2 Wage differentiation.....	20
4.1.3 Wage deductions	21
4.2 Feedback mechanisms	21
4.2.1 Federation of Trade Unions (FTUU)	22
4.2.2 Ministry of Employment and Labour Relations	23
4.2.3 Awareness levels of feedback mechanisms.....	24
4.2.4 World Bank project specific feedback mechanisms	24
4.3 Engagement with the civil society	25
4.3.1 Dialogue with local labour rights activists	25
4.3.2 Dialogue with international groups	26
4.4 Recruitment of cotton pickers	26
4.4.1 Perception of the cotton pickers	26
4.4.2 Efforts to mobilize unemployed people.....	27
4.4.3 Recall of certain risk groups.....	28
5. Summary of key findings for World Bank projects	30
5.1 Background	30
5.2 Methodology.....	30
5.2.1 Interview sampling sizes	30

5.2.2 Exposure to risks of child labour and forced labour	30
5.2.3 Awareness levels	31
5.2.4 Legal safeguards.....	31
5.3 Horticulture Development Project (P133703)	31
5.3.1 Methodology for the HDP monitoring	32
5.3.2 HDP Project specific recommendations.....	34
5.4 Improving Pre-primary and General Secondary Education Project (P144856)	35
5.4.1 Methodology for the GPE monitoring and major findings	35
5.4.2 GPE Project specific recommendations	37
5.5 South Karakalpakstan Water Resources Management Improvement Project (P127764).....	37
5.5.1 Methodology for the SKWRMIP monitoring and major findings.....	37
5.5.2 SKWRMIP Pilot project on recruitment practices and mechanization	42
5.5.3 SKWRMIP Project specific recommendations.....	43
5.6 Modernizing Higher Education Project (P128516).....	43
5.6.1 Methodology for the MHE project monitoring and major findings.....	44
5.6.2 Major recommendations specific to the MHE project	46
5.7 Second Phase of Ferghana Valley Water Resources Management project (P149610)	46
5.7.1. Project specific recommendations.....	48
List of Annexes	49
Annex 1: ILO Press Release on 12 December 2017	50
Annex 2: Extract from Uzbek media on how the ILO press release and key findings were covered ...	52
Annex 3: List of ILO experts	54
Annex 4: Districts covered by ILO experts	55
Annex 5: Interview questionnaires used by ILO experts	56
Annex 6: Telephone poll methodology.....	65
Aim of the telephone poll	65
Target population group.....	65
Sampling of respondents	65
Stages of work done	68
Call center activities.....	69
Annex 7: Temporary procedure.....	72
Annex 8: Applied SKWRMIP research note.....	77
Annex 9: List of acronyms	79

Executive Summary

There is no systematic use of child labour in the cotton harvest in Uzbekistan and significant measures to end forced labour are being implemented

The annual cotton harvest in Uzbekistan is a unique large-scale effort. In 2017, an estimated 2.6 million people were recruited to pick cotton during a period starting in September and stretching out to early November. Most cotton pickers were recruited voluntarily, with the added encouragement of raised wages. A certain number pick cotton during at least some part of the harvest as a result of persuasion, pressure or coercion.

For five years now, the Government and social partners – employers and trade unions as well as civil society representatives – of Uzbekistan have been engaged in implementing policies with the aim of ensuring that all recruitment and cotton picking is voluntary. This process has significantly been intensified due to high-level attention paid to the issue, improved governance, measures to enforce voluntary recruitment and increased transparency and national and international dialogue and cooperation.

Over this period, the International Labour Office (ILO) has concluded that the systematic use of child labour in Uzbekistan's cotton harvest has come to an end. This is based on observations made through monitoring of the harvest and various forms of technical cooperation since 2013. Today, there is clear political commitment at central level to completely end the use of forced labour. In 2017, this commitment has been expressed at the highest political level and concrete measures are being implemented.

The most authoritative signal of change was given by the President of Uzbekistan, Shavkat Mirziyoyev, in his speech at the General Assembly of the United Nations in September 2017, and by the subsequent measures taken nationally to implement a policy of voluntary recruitment for the cotton harvest.

“We are deeply convinced: the people must not serve the government bodies, rather the government bodies must serve the people.

In cooperation with the International Labor Organization, we have taken effective measures to eradicate the child and forced labor.”

President Shavkat Mirziyoyev
at the UN General Assembly



Some of the issues observed by the ILO's experts at the local level show that the degree of implementation varies in the country between provinces and districts. There thus continues to be a need for following up this commitment through further enforcement measures, awareness raising and capacity building. All those involved in recruitment should have the necessary information and the tools needed to ensure that all cotton pickers are recruited in conformity with international labour standards and more specifically the relevant Child Labour and Forced Labour Conventions of the ILO, which have been ratified by Uzbekistan.



"Cotton picking must be voluntary. It is your choice if you would like to pick or not."

"Report it if someone asks you to pay for replacement picker. It will be stopped."

Deputy Prime Minister Tanzila Narbaeva
on national television, October 2017

The prohibition of any forced recruitment of students or education and medical personnel is well known, in particular following radical government measures undertaken early in the 2017 harvest to remove risk groups from cotton picking. The ILO monitoring confirms that instructions have been given and measures undertaken to ensure that all recruitment of cotton pickers is on a voluntary basis. Certain risk groups (students, education and medical personnel) were withdrawn from the harvest at its early stage. While the policy should now be clear, especially with respect to the unacceptability of both child and forced labour, the implementation of this policy in different circumstances and different phases of the harvest calls for a sustained effort and a further development of the overall policy framework. The important message of what is unacceptable and thus has to be avoided needs to be followed by better knowledge of the ways in which decent work can be guaranteed in practice.

"We were woken up at 3 am and told that we are going home. At 5 am we were already in Navoi city, and now we are back in our classes"

Students being interviewed about the recall
from the cotton fields, September 2017



The picture emerging to the ILO monitors throughout the country was one of intensified efforts to ensure voluntary recruitment. The monitoring and assessment confirms that the majority of cotton pickers engage voluntarily in the annual harvest. They have received wages, which have been increased this year in line with recommendations by the ILO and the World Bank. The monitoring confirms the positive relationship between decent wages and voluntary recruitment in cotton picking.

Among the issues observed at the local level, the pattern of requesting various fees for replacement pickers has not yet been eliminated. In the immediate future, it is important to make sure that no

recruiter should ask for such payments, and that no one should feel obliged to make them. There is political commitment to address this issue as expressed by Deputy Prime Minister Tanzila Narbaeva live on national television on 6 October 2017.



“We commit to deeply engage in social dialogue with civil society groups and independent activists to eliminate risks of forced labour.

We value the important role of civil society and we recognize the rights of civil society members to speak up on these issues.”

First Deputy Minister of Labour
Erkin Mukhitdinov

The cotton harvest of 2017 was characterized by increased transparency and dialogue. This has encompassed all groups of civil society, including critical voices of individual activists. This is an encouraging sign for the future. An inclusive exchange of information creates a solid basis for employment and labour market policies, which should extend from agriculture throughout the economy.

At the IV Global Conference on the Sustained Eradication of Child Labour, held in Argentina on 14-16 November 2017, Uzbekistan pledged to engage with independent civil society groups in the pursuit of this aim. This policy has included meetings with national civil society activists, whether registered or not, since November 2017.

1. Summary of 2017 observations

	ACHIEVEMENTS	←	→	OPPORTUNITIES
COMMITMENT AND LEADERSHIP	<ul style="list-style-type: none"> Political will confirmed by President's speech at UNGA Instructions to not recruit students, health / education staff Creation of Senate Decent Work Commission More prominent role of Coordination Council Openings for dialogue at all levels Constructive engagement with activists and HRW visit 			<ul style="list-style-type: none"> Clear regulatory framework based on international standards Efforts to strengthen MOEL employment services "Risk groups" identified and targeted in line with ILO recommendations Withdrawal of risk groups from the harvest
RECRUITMENT MECHANISMS AND PRACTICES	<ul style="list-style-type: none"> Unambiguous messages from central government Clear legal boundaries set for students / civil servants Majority of pickers are voluntarily attracted by cash income Focus on attracting unemployed people for the harvest High level of awareness about CL/FL by recruiters Systemic child labour is abolished Preventive measures against forced labour pursued throughout the country 			<ul style="list-style-type: none"> Uneven local implementation Some involuntary recruitment still occurs Cases of requests for payment of replacement fees Instances of military involvement Individual case of underage pickers still observed Cases where heads of organizations and companies involved in recruitment Inadequate explanation of labour rights for cotton pickers Misunderstandings regarding students and staff voluntary picking outside work/study
DECENT WAGES AND CONDITIONS	<ul style="list-style-type: none"> Significant wage increases for cotton pickers this year Wages differentiated across passes and regions Consistent and regular payments made to pickers 			<ul style="list-style-type: none"> Wage setting approach remains centralized Pension and union deductions applied consistently Material rewards used to incentivize A number of people voluntarily pick cotton over the weekend or on their free time Cases of inadequate living conditions for cotton pickers Cases of insufficient medical attention / first-aid kits Cases of misunderstanding about payment for food
SOCIAL DIALOGUE	<ul style="list-style-type: none"> Increase in number of cases submitted to the Feedback Mechanism Timely responses when cases reported Telegram Bot in place 			<ul style="list-style-type: none"> Mistrust by some civil society groups of existing FBM Limited public communication about cases or results Limited capacity of labour inspectorate to inspect and intervene
AGRICULTURE REFORM	<ul style="list-style-type: none"> Reduced cotton production 			<ul style="list-style-type: none"> Market based textile clusters pilots including decentralized planning Step-by-step uptake on mechanization

2. Summary of 2017 recommendations

KEEP DOING

- Communicate key messages and raise awareness at provincial and district levels
- Ensure that students and civil servants are not forcibly recruited
- Active use to be made of new Senate Commission for decent work
- Allow wages to increase in line with productivity
- Announce wage levels early in the recruitment process
- Pay wages immediately and in cash¹
- Strengthen feedback mechanisms and facilitate access to them
- Use social media for dialogue
- Support seasonal recruitment methods conforming to international standards
- Promote evidence based decision making and interventions that address recruitment practices
- Train local leaders on positive management techniques and HR practices
- Explore global best practices for seasonal employment
- Consult tripartite constituents on wage setting
- Differentiate wages further based on risk analysis
- Reduce low yield cotton production, especially in less populated areas

DO MORE OF

- Focus on engaging unemployed people
- Establish and implement policy against requesting fees for replacement pickers including appropriate remedies and penalties
- Reform and liberalize agriculture sector
- Strengthen and build capacity of labour inspectorate
- Campaign broader on child labour and forced labour beyond cotton industry
- Enhance explicit and targeted cotton harvest FBM campaign
- Ensure adequate punishment of perpetrators of forced labour and child labour
- Use press / social media for awareness raising
- Raise awareness of illegal replacement fees
- Focus on job creation opportunities throughout the value chain
- Improve OSH / medical services
- Enforce minimum standards for living conditions
- Continue to emphasize the cotton harvest as economic opportunity
- Strengthen measures to prevent recruitment through organizations and companies
- Prevent involvement of military / army personnel for economic purposes
- Support continued national monitoring with transparent methods and results

START DOING

- Strengthen employment services especially for temporary recruitment
- Engage different civil society groups for FBM and dialogue
- Communicate (incl. international) with emphasis on successful change

¹ Uzbekistan is still a cash-based economy and most pickers prefer wages being paid immediately and in cash.

BACKGROUND INFORMATION

History of the ILO TPM project

In 2013, the World Bank's Inspection Panel was requested to examine a World Bank supported project in Uzbekistan as a consequence of allegations of child labour and forced labour. This led to discussions on the work of the ILO in Uzbekistan on child and forced labour and the signing on 14 October 2014 of a Memorandum of Understanding concerning cooperation between the ILO and the World Bank on child and forced labour in cotton production in Uzbekistan.

The cooperation aims at building capacities and increasing the awareness of decision makers, specialists, farmers, pickers and general public to minimize the risks of child and forced labour on one hand. On the other hand, the initiative is intended to assess any potential use of child and forced labour in specific projects areas financed/administered by the World Bank, and facilitate implementation of the Feedback Mechanism to resolve grievances related to issues of child and forced labour.

Scope of the TPM Project

The World Bank-ILO cooperation revolves around four main components: capacity building, awareness-raising, Feedback Mechanism and Third Party Monitoring. After the 2015 and 2016 cotton harvests and again in 2017, the ILO submitted its Third-Party Monitoring assessment to the World Bank. In 2017, the following projects were covered:

- i. Horticulture Development Project (P133703), implemented by the Ministry of Agriculture and Water Resources;
- ii. South Karakalpakstan Water Resource Management Improvement Project (P127764), implemented by the Ministry of Agriculture and Water Resources;
- iii. Improving Pre-primary and General Secondary Education Project (P144856), implemented by the Ministry of Public Education;
- iv. Modernizing Higher Education Project (P128516), implemented by the Ministry of Higher and Secondary Specialized Education; and
- v. Second Phase of Ferghana Valley Water Resources Management Project (P149610), implemented by the Ministry of Agriculture and Water Resources.

TPM Project Donors

The ILO TPM Project is made possible by a Multi-Donor Trust Fund established by the World Bank with support from the European Union, United States and Switzerland to finance activities to build capacity of state and non-state institutions to address sustainability of cotton production and support the elimination of child and forced labour in the cotton sector.

3. Methodology

The ILO conducted Third Party Monitoring (TPM) of the use of child and forced labour during the 2017 cotton harvest according to a methodology agreed with the Uzbekistan partners and the World Bank. There were three phases: the pre-harvest capacity building, the harvest assessment and a post-harvest engagement process.

3.1 Pre-harvest phase

The pre-harvest phase (July-August) coincided with the planning and recruitment process for cotton picking in Uzbekistan. To support the design and implementation of measures against the risk of child and forced labour, the ILO delivered a comprehensive training and capacity building programme and organized a Roundtable in Tashkent to engage senior government officials.

3.1.1 Nationwide training and capacity building

During July and August, the ILO experts² delivered 178 training sessions in all regions and districts throughout Uzbekistan focused on prevention of child labour and forced labour. The training reached out to over 6,300 people from organizations involved with recruitment of pickers.

Training content

Regulatory framework	Risk management	The business case
<ul style="list-style-type: none">• ILO Conventions No. 29, 105, 138 and 182 related to child and forced labour• Uzbek national laws and regulations• Interactive scenarios: Practical application of ILO indicators of forced labour	<ul style="list-style-type: none">• Risk management objectives• Discussion on the causes and impacts related to Uzbek cotton picking• Bow-tie analysis tool – practical application for cotton picking recruitment	<ul style="list-style-type: none">• Presentation of productivity findings from the ILO survey on recruitment practices for the cotton harvest• Articulating the business case for voluntary pickers• Cross pollination: Sharing best practices across provinces and institutions

The format includes several interactive sessions where participants are engaged to discuss specific scenarios/cases directly relevant to cotton picking.

Participants

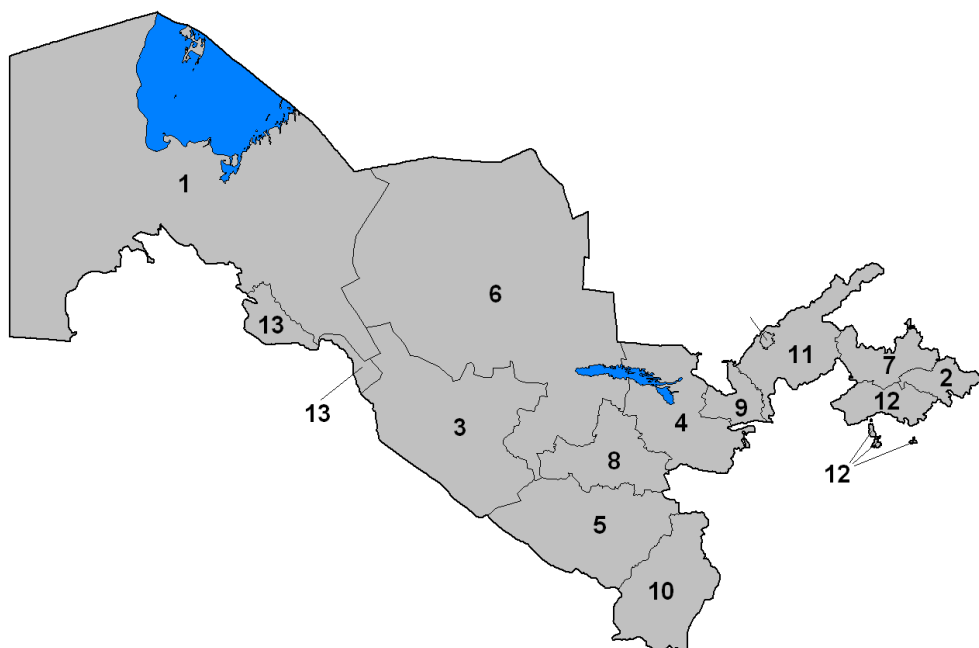
Over 6,300 representatives from the following organizations participated in the training:

- Khokimiyats
- Mahalla Fund
- Farmers' Council
- Women's Committee
- Youth Union
- Chamber of Commerce and Industry
- Management of educational/medical institutions
- Federation of Trade Unions
- Regional branches of the following Ministries:
 - Agriculture and Water Resources
 - Employment and Labour Relations
 - Public Education
 - Health, Finance and Interior

² See Annex 3 for details

Geographical reach and impact

The training reached all provinces and districts in Uzbekistan. Discussions by ILO experts with competent authorities and accredited organizations during the pre-harvest phase served to raise awareness on what measures should be taken in preparation for the harvest.



	Province	Cotton production in tonnes	Training sessions	Number of participants	Training time period
1	Karakalpakstan	195,453	12	522	24 Jul – 05 Aug
2	Andijan	284,455	15	535	17 Jul – 19 Aug
3	Bukhara	359,486	9	363	17 Jul – 19 Aug
4	Djizzak	213,735	11	417	24 Jul – 12 Aug
5	Kashkadarya	421,329	12	705	17 Jul – 29 Jul
6	Navoi	107,310	7	300	17 Jul – 28 Jul
7	Namangan	230,376	11	324	24 Jul – 12 Aug
8	Samarkand	228,688	12	546	24 Jul – 12 Aug
9	Syrdarya	226,697	11	488	7 Aug – 18 Aug
10	Surkhandarya	305,085	10	800	31 Jul – 11 Aug
11	Tashkent	237,194	10	307	17 Jul – 21 Aug
12	Fergana	286,659	13	850	31 Jul – 19 Aug
13	Khorezm	264,793	6	222	17 Jul – 19 Aug
TOTAL:				6379	Participants

Training video

A video from the training is available online at this address:

<https://www.youtube.com/watch?v=rr0cWvkXEQw>

3.1.2 Pre-harvest Roundtable

As part of implementing the monitoring methodology, the ILO TPM Project organized an international Roundtable in Tashkent on 23 August 2017 to engage senior government officials and the international community in Uzbekistan. The objective of the pre-harvest Roundtable was to present and ensure commitment for the TPM methodology along with the observations and lessons from the pre-harvest training.

The Roundtable took place with over 100 participants including representatives of the Ministry of Employment and Labour Relations, the Chamber of Commerce and Industry and the Federation of Trade Unions of Uzbekistan, other Ministries and authorities, and Embassies and international organizations present in Tashkent.



The Roundtable was chaired by the Deputy Prime Minister Tanzila Narbaeva and attended by the Minister of Labour Aktam Khaitov and other senior government and international officials.



The diplomatic community including the EU, US, UK and Swiss Embassies in Tashkent as well as UN agencies attended the Roundtable.

3.2 The harvest phase

The harvest monitoring phase (September-November) focused on the way in which cotton pickers were recruited and on the way officials were involved in recruiting them. During the harvest phase, all 13 Provinces and Tashkent City were visited by ILO experts for at least two weeks each.

The harvest phase consisted of three main efforts:

- 1) On-site monitoring by international ILO experts that conducted unannounced visits with over 3,000 unaccompanied interviews of cotton pickers, farmers, managers/staff of education/health care institutions and local authorities on the ground throughout Uzbekistan.
- 2) A telephone poll of over 1,000 randomly selected citizens of Uzbekistan was carried out. The poll was conducted by an independent service provider in accordance with international standards.
- 3) The ILO facilitated certain meetings between the government of Uzbekistan and civil society organizations and individual activists during the harvest phase. These meetings fostered social dialogue and provided an opportunity for individual activists to contribute with their information and impressions.

3.2.1 On-site monitoring by ILO experts

The monitoring by ILO experts focused on assessing how the commitments made by the Government of Uzbekistan to eliminate risks of child labour and forced labour were implemented, how the systems of risk reduction and management operate, and how efficient they were in having an impact on vulnerable people.

The methodology was further strengthened this year, compared to the two previous years, in a number of areas:

- The number of ILO monitors was increased from 7 to 11 (compared to 2016) to improve monitoring capacity and coverage. This enabled more face-to-face interviews resulting in a comprehensive and representative dataset.
- Questionnaires used for interviews were reviewed and streamlined to allow for more efficient interviews and better analysis.
- During the unannounced visits, additional safeguards were put in place to ensure that the interviews were conducted by the ILO experts in an unaccompanied and confidential manner.

Interviews with the below institutions and organizations were conducted from top to bottom of the organizational hierarchy, in Tashkent City and at provincial, district and local levels.

Ministries	Accredited organizations
<ul style="list-style-type: none">• Labour, including Labour Inspection• Agriculture and Water Resources• Public Education• Health• Higher and Secondary Specialized Education <i>plus Khokimiyats</i>	<ul style="list-style-type: none">• Federation of Trade Unions• Chamber of Commerce and Industry• Women's Committee• Mahalla Foundation• Youth union• Farmers' Council• Human Rights Centre

Over 3,000 interviews were conducted with Khokimiyats, officials of ministries and accredited organizations, directors of educational and medical facilities, farmers, cotton pickers and brigade leaders, public and private sector organizations, professional and non-professional staff, students and pupils.

Random, unannounced and unaccompanied interviews

To ensure that all interviews were conducted in a random, unannounced and unaccompanied manner the following methodology was applied:

- I. Each monitoring team consisted of the following individuals:
 1. An international ILO expert with responsibility for overseeing the monitoring process and conducting interviews
 2. A national counterpart / local FTUU (Federation of Trade Unions of Uzbekistan) representative to ensure the ILO expert can get immediate and unrestricted access to educational and medical institutions, local authorities and other locations including cotton fields (and who did not participate in the interview)
 3. An interpreter
 4. A driver
- II. The central ILO TPM Team in Tashkent communicated random GPS coordinates directly to the international ILO expert who would then direct the driver to the location. These coordinates were communicated by mobile phone and only immediately before the team was ready to begin its journey to the next location. This ensured that nobody in the monitoring team knew where they were going in advance.
- III. Once the monitoring team arrived at the location, the local FTUU representative would ensure that the ILO expert gained access and then recuse him/herself to let the ILO expert independently select and conduct interviews.

The team leadership alone is responsible for processing the data. There were no attempts to interfere with the interviews or data processing.

Interview questionnaires

Eight interview questionnaires were used, depending on the person being interviewed. This allowed for specific questions to be asked depending on the context.

1. Authorities/organizations
2. Educational institutions
3. Hospitals / Health care institutions
4. Cotton pickers
5. Non-cotton pickers
6. Farmers
7. Brigade leaders
8. Enterprises

World Bank beneficiary targets

WB project	Number of WB beneficiaries	WB beneficiary target (percent)	WB beneficiary target (sites)	Sites covered by ILO monitoring
GPE schools	1231	6%	74	77
GPE pre-schools	1220	6%	73	79
SK	1069	6%	64	65
HDP	156	6%	9	19
Fergana Valley	n/a	n/a	30	29

National monitoring

The data in this report only includes the ILO Third-Party Monitoring (TPM) efforts. TPM is undertaken by international ILO experts and the results are published by the ILO. The process is independent of both the World Bank and the Government of Uzbekistan.

The government and social partners of Uzbekistan conduct their own national monitoring completely independently of the ILO. The national monitoring uses the same methodology and questionnaires as developed by the ILO for TPM but results are analyzed and publicized by the Government separately.

Cases from outside sources

The ILO TPM Team does not have the mandate or capacity to investigate further and provide redress for individual cases that may come up during the monitoring. When the ILO TPM team was made aware of individual situations that could have consisted of a breach of law or contractual arrangements (including from meetings, various interviews, independent NGOs or the media), when appropriate, it transmitted these cases to the FTUU and Ministry of Employment feedback mechanisms for follow-up. The information was shared with the World Bank for further dissemination to Project Implementation Units and other project stakeholders where such cases related to World Bank project sites. The ILO was generally kept informed about the results of investigations that had been undertaken.

3.2.2 Telephone poll methodology

The telephone poll was conducted by an independent private service provider according to international standards. The aim of the poll was to identify the perceptions, practices and awareness level of the population of Uzbekistan with regards to feedback mechanisms on issues related to employment and work conditions of the 2017 cotton harvest.

Questions

The telephone poll consisted of 25 questions:

- Questions 1-12: Level of awareness and experience with using feedback mechanisms and/or similar hotlines for labour related questions/complaints (for example on employment, working time, remuneration, pension arrangements, etc.).
- Questions 13-20: Recruitment/participation in the 2017 cotton harvest incl. reasons for participating in the harvest and the recruitment method experienced.
- Questions 21-25: General questions about occupation, age, gender and location.

Sampling sizes and distribution

The poll consisted of over 800 randomly sampled phone interviews³ of general population taking into consideration gender as well as geographical location.

Provinces	Interviews planned	Interviews conducted	% of all interviews	% of population (all ages)
Karakalpakstan	46	46	5,5%	5,9%
Andijan	74	82	9,9%	8,8%
Bukhara	46	47	5,7%	5,8%
Jizzakh	32	38	4,6%	3,9%
Kashkadarya	77	73	8,8%	9,0%
Navoi	24	25	3,0%	3,2%
Namangan	66	67	8,1%	8,0%
Samarkand	91	93	11,2%	11,1%
Sukhandarya	61	61	7,4%	7,2%
Sirdarya	20	21	2,5%	2,6%
Tashkent	70	72	8,7%	9,5%
Fergana	89	91	11,0%	11,0%
Khorezm	44	45	5,4%	5,4%
Tashkent city	60	68	8,2%	8,5%
TOTAL	800	829	100%	100%

Terminology

Cotton pickers were classified into two categories: voluntary and involuntary. The telephone poll clearly demonstrates that people agree to pick cotton for many different reasons. The term “voluntary” covers everybody who actively sought to participate in the harvest, or of their own will agreed to do so after being called by someone. It is important to stress that all “voluntary” pickers replied that they did not experience or fear any menace of penalty if they were to refuse to pick cotton. It should be noted however that social pressure to pick cotton is still widespread across the country. Social pressure refers to situations where people want to maintain positive relationships within their families or communities, based on past experience that communities or certain categories of people are being mobilized to pick cotton. As awareness of ILO standards is increasing across the countries, it should be assumed that such social pressure would gradually decrease.

The “involuntary” category of cotton pickers accords with the precise definition of forced labour contained in the relevant ILO Conventions.

³ The interviews were targeting mobile phone subscribers. Mobile phone penetration in Uzbekistan is generally high with over 23 million subscribers out of a total population of approx. 30 million (all ages) and consequently the results are likely to represent the population across income levels and geographical locations.

BACKGROUND INFORMATION

ILO definition of Forced Labour

"All work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily." (Convention No 29, Art. 2)

Exceptions are provided for work required by compulsory military service, normal civic obligations, as a consequence of a conviction in a court of law and under certain conditions, in cases of emergency, and for minor communal services performed by the members of a community in the direct interest of the community.

The convention requires that the illegal exaction of forced or compulsory labour be punishable as a penal offence, and that ratifying states ensure that the relevant penalties imposed by law are adequate and strictly enforced.

ILO Standard Indicators of Forced Labour

1. Restricted mobility of workers (e.g. guards, high fences)
2. Isolation of workers
3. Abuse of workers' vulnerabilities
4. Deception of workers
5. Physical or sexual violence against workers
6. Intimidation and threats against workers
7. Retention of workers' identity documents
8. Withholding wages
9. Debt bondage
10. Abusive living and working conditions
11. Excessive overtime working

Source: ILO indicators of Forced Labour

http://www.ilo.org/global/topics/forced-labour/publications/WCMS_203832/lang--en/index.htm

3.2.3 Awareness raising campaign

One aspect of any system of measures to safeguard against child labour and forced labour is the extent of awareness of the population about their rights at work and the capacity of institutions to recognize and respond in a correct way. Awareness of labour rights means that affected people know and are able to exercise them, and capacity means that there are institutions with established procedures in place. This ensures that officials know which rules to follow when making decisions. ILO experts in the pre-harvest and harvest phases used the interviews to gauge the extent of awareness, which was generally high.

In cooperation with local partners, the ILO conducts an annual comprehensive awareness raising campaign in Uzbekistan to ensure that all citizens are aware of their labour rights. Such campaigns are an effective way to get key messages about labour rights across to a large number of people that are involved in the cotton harvest.

The 2017 campaign included the distribution of 100,000 brochures and 44,500 posters to educational and healthcare facilities. The campaign featured over 400 roadside banners along all of the country's major highways. Informative television and radio commercials were aired through all major networks.

3.3 Post-harvest consultation and engagement

In order to ensure broad consultation on the 2017 observations and preliminary recommendations the ILO TPM Project organized five official roundtables across the country covering all provinces. In addition, briefings have been carried out with foreign embassies in Tashkent and visiting groups and individuals.

3.3.1 Roundtables

An international Roundtable was conducted on 30 November 2017. It engaged central level senior government officials and the international community in Uzbekistan. The Roundtable attracted over 100 participants, including representatives of the Ministry of Labour, Chamber of Commerce and Industry, The Federation of Trade Unions and embassies and international organizations based in Tashkent. The Roundtable was chaired by Deputy Prime Minister Tanzila Narbaeva.

The regional roundtables engaged senior government officials, khokimiyats, the Farmers' Council, Women's Committee, Youth Union and other key stakeholders at the regional level.

Roundtable	Date	Coverage	Participants
International Roundtable	30 November 2017	International and central level constituents	100
Nukus Roundtable	11 December 2017	Karakalpakistan, Khorezm	70
Fergana Roundtable	12 December 2017	Fergana, Andijan, Namangan	50
Samarkand Roundtable	13 December 2017	Samarkand, Kashkadarya, Bukhara, Navoi	90
Tashkent Roundtable	14 December 2017	Tashkent, Syrdarya, Djizzak, Surkhandarya	120
TOTAL			430

3.3.2 Civil society consultation

The ILO also facilitated a meeting with local activists and the Deputy Minister of Labour. The ILO TPM Team facilitated a final 2017 consultation meeting between the Deputy Minister of Labour and civil society activists and independent monitors on 15 December 2017. In addition to facilitating dialogue, the objective of this meeting was to ensure that everybody had an opportunity to contribute to the observations and preliminary recommendations.

At this meeting, all of them considered that the press release of the ILO published on 12 December 2017, after the initial briefing by the ILO to the Executive Directors of the World Bank, was a fair assessment of the overall situation. This press release is reproduced as Annex I of the current report.

4. General Observations

Access for ILO experts to officials, facilities and fields generally met with no obstacles during both the pre-harvest and harvest phases. It was facilitated by the Uzbek partners at national, regional and local levels. Answers to questions and a large volume of documents were as a rule promptly provided by respondents, and further detailed analysis has been made by the ILO on the basis of this documentation.

The 2017 cotton harvest took place against the backdrop of increased transparency and dialogue. Compared to previous years all ILO experts reported that people they interviewed as a rule appeared confident and willing to openly share their thoughts and information with the ILO monitors.

4.1 Wages

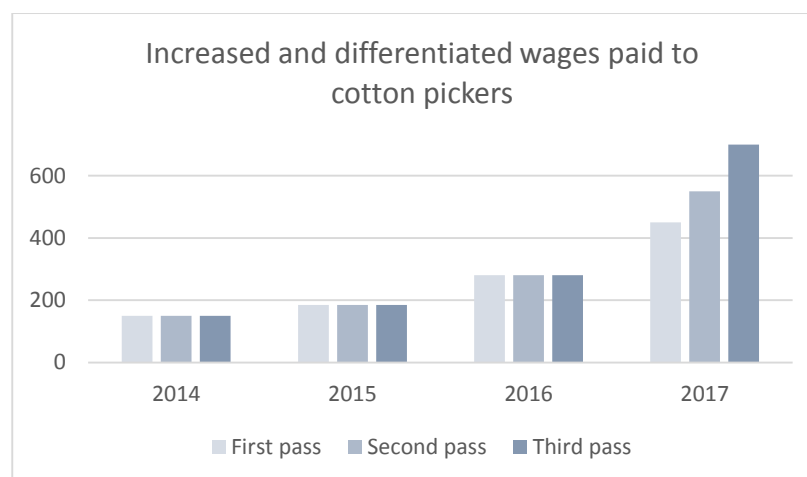
Cotton picking has several advantages compared to other daily agricultural wage labour in Uzbekistan. Pickers are paid in cash almost immediately after work is completed, usually every two to five days during the season. Uzbekistan remains largely a cash-based economy and many rural pickers don't have bank accounts. Interviewed pickers clearly indicated that they prefer frequent payment in cash as opposed to for example receiving payment by bank transfer where possible or in the form of various household goods or items. The cotton harvest provides many rural women with a unique opportunity to earn an extra cash income which they control and can use to improve the situation of their families. This year the ILO observed two changes related to wages - wage increases and wage differentiation – that had a positive impact on the recruitment of voluntary cotton pickers.

4.1.1 Wage increases

Wages were increased from 280 soums/kg in 2016 to 450 soums/kg for the first pass (+61%), 550 soums/kg for the second pass (+96%) and 700 soums/kg for the third pass (+150%). It is confirmed by the ILO monitors and the results from the telephone poll that cotton pickers were paid these amounts in full and on time.

4.1.2 Wage differentiation

The cotton harvest in Uzbekistan requires up to three passes to make sure that only open bolls are picked and not left in the sun for too long. Harvesting should be completed before the first autumn rains. Each pass lasts up to 10 days. With each pass the quality and volume of cotton declines. This year the rate paid per kg of cotton increased as the harvest progressed. This made it more attractive to pick cotton later in the harvest. This is likely to have reduced the higher risk of involuntary labour at that stage of the harvest.



4.1.3 Wage deductions

Paragraph 3 of the Decree of the President of the Republic of Uzbekistan No. PP-2699 prescribes an 8% mandatory insurance contribution from cotton pickers' salaries into the extra budgetary Pension Fund. Paragraph 3.1.1 stipulates that workers of the agro-industrial complex, workers of agricultural enterprises and farm workers pay labour union contribution at the rate of 1% of their wages. ILO observed that these deductions were implemented consistently and the ILO experts did not receive specific complaints from pickers in this regard. Further studies need to be conducted in this area to ensure that these practices are aligned with principles of freedom of association and collective bargaining enshrined in relevant ILO Conventions.

The ILO experts did observe isolated cases of misunderstandings between farmers and pickers about payment for food and accommodation. Government instructions for organizing the harvest do cover the need to assure adequate food and lodging. It is recommended to include this topic in the 2018 awareness raising campaign to ensure that these arrangements are clearly agreed and communicated and that all cotton pickers are treated equally.

4.2 Feedback mechanisms

The feedback mechanisms are the “second pillar” of the effort to tackle the questions of child labour and forced labour with international support. They are means for the general public to obtain information, query and report problems and request remedy. While some of these channels have existed for a long time, until recently they have rarely been applied to the conditions of work and rights of the cotton pickers.

There was a significant investment and focus on various kinds of feedback mechanisms in 2017 in Uzbekistan. President Shavkat Mirziyoyev had declared 2017 the “Year of Dialogue with the People and Human Interests” which led to many institutions developing and strengthening their channels for dialogue with the public. The President’s hotline received over 1.6 million questions and complaints. With the population of Uzbekistan currently being just over 30 million, this means that this specific channel alone received the equivalent of one query per 20 citizens in the country. This covers a 12 month period and includes other issues than the cotton harvest.

The feedback mechanisms of the Federation of Trade Unions and the Ministry of Employment and Labour Relations were of particular interest to the ILO in terms of monitoring the cotton harvest.

However, other channels such as the Ministry of Education and the President's Hotline also played a significant positive role in 2017.

Feedback mechanisms have given information and investigated grievances, providing redress in some cases. According to the Government, 14 local public officials and heads of institutions had been punished for violations during the harvest. At least three Khokims (a governor of an administrative region) have been dismissed due to irregularities, and reportedly others have been either disciplined or encouraged to seek early retirement.

The usage rate of all the feedback mechanisms is picking up, due to increased public knowledge of their existence and experiences of their use, more channels for the public to contact them, and an increased trust in the working of such mechanisms.

The feedback mechanisms received submissions related to conditions of work during the cotton harvest from a variety of people including medical workers, students, teachers and kindergarten workers. The feedback mechanisms not only deal with cotton harvest but operate year-round and cover a variety of issues. The ILO TPM team has only focused on cotton harvest related submissions. Earlier, such submissions have been rare and the rate of response and remedy has been low.

The ILO has encouraged members of the civil society to increasingly use the feedback mechanisms to report observations, cases and complaints. The ILO itself does not have the mandate to investigate individual cases and provide redress. In some instances, however, the ILO TPM team forwarded cases from civil society activists to the FTUU feedback mechanism, with the request of being appropriately informed about the outcomes of the cases.

The feedback mechanisms remain work in progress. Yet it is important to note that while some years ago hardly any issues related to the cotton harvest were raised through the existing channels, working and living conditions of cotton pickers have now become a substantial issue. This warrants the attention and investment in them by both all national partners, the World Bank and the ILO.

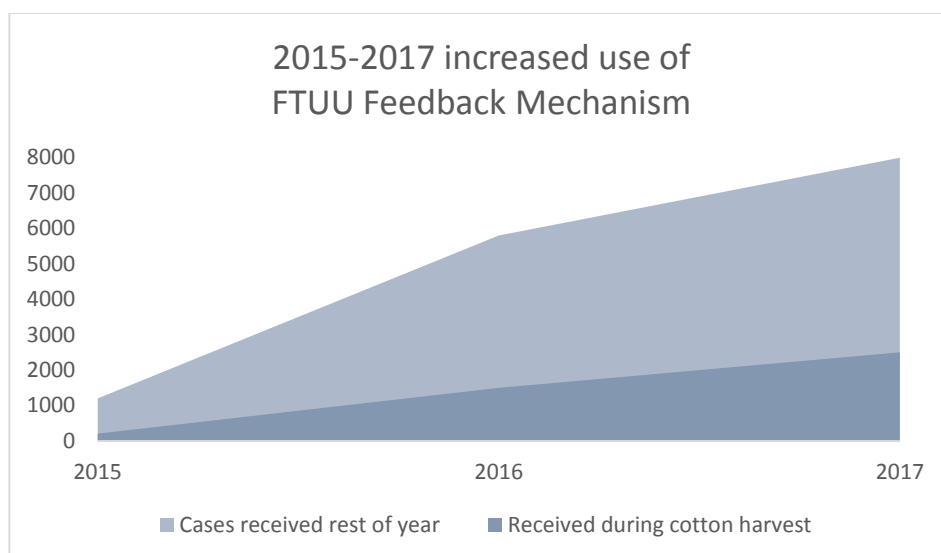
4.2.1 Federation of Trade Unions (FTUU)

The hotline of trade unions for information and complaints was transformed in 2015 into a FTUU Legal Clinic. The Legal Clinic is headquartered in Tashkent but has local teams in every province that can handle cases at local level. The Legal Clinic has received increased attention, and within the framework of the ILO's Decent Work Country Programme in Uzbekistan, it has received advice and training from the International Trade Union Confederation⁴.

Usage and submissions

The chart below shows the growth in submission to the FTUU feedback mechanism from 2015 to 2017. The mechanism has thus experienced significant growth in a short period of time.

⁴ The FTUU is an associated member of the International Trade Union Confederation. The Chamber of Commerce and Industry of Uzbekistan in turn is a member of the International Organisation of Employers.



Cases related to the cotton harvest

The FTUU feedback mechanism received 121 submissions related to labour rights during the cotton harvest. 36 submissions were related to forced labour indicators. Other topics includes general questions on wages and working conditions. Please see table below for breakdown on topics. This is an increase from 2016, and the ILO considers that this positive trend is caused by increased trust and awareness in the feedback mechanism rather than changes in compliance during the harvest.

Topic	Submissions received
Child labour	0
Involuntary harvest recruitment (general)	15
Solicitation of payments related to harvest recruitment	7
Repercussions for unwillingness to pick cotton	2
Disagreements w/ famers w.r.t. leaving the field	6
Requests to pick in spare time, despite Mahalla prohibitions	6
Inappropriate labour and/or living conditions for cotton harvesters	13
Insufficient payment for cotton picking	22
Requests for information regarding labour rights during harvest	50
TOTAL	121 submissions

Telegram bot

In 2017, the FTUU feedback mechanism launched a new “bot” for the popular App “Telegram”. This allows for anonymous submissions and instant access to information.

4.2.2 Ministry of Employment and Labour Relations

The Ministry of Employment and Labour Relations is operating its feedback mechanism as a telephone hotline service. The channel also handles cases that are redirected to it from the President’s hotline when they belong to the competence of the Ministry.

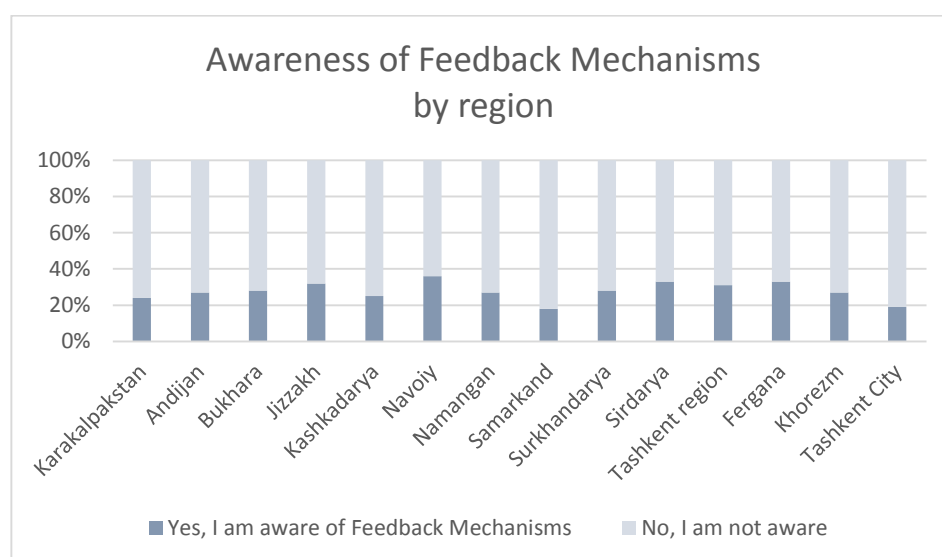
Cases related to cotton harvest

The Ministry's feedback mechanism received 152 submissions related to the cotton harvest in 2017.

Topic	Submissions received
Labour legislation in the cotton harvest context	57
Contracts between pickers and farmers	14
Working conditions during the cotton harvest	37
Forced labour	1
Other issues related to the cotton harvest	37
TOTAL	146 submissions

4.2.3 Awareness levels of feedback mechanisms

The ILO found through the telephone poll that currently about a quarter of the population is aware of the feedback mechanisms. This varies slightly across provinces as illustrated by the below chart.



Source: 2017 TPM telephone poll

Improving the feedback mechanisms is not only a question of providing the necessary technical infrastructure but also fostering accountability of government authorities and a more service-oriented culture within the organizations that operate these mechanisms. Raising public awareness should be an integral part of that change process.

4.2.4 World Bank project specific feedback mechanisms

Two of the World Bank Projects in scope have their own feedback mechanisms.

HDP project specific FBM

This FBM is working on the basis of an operational manual that was developed and approved by the Rural Restructuring Agency (RRA) leadership in May 2017 covering three World Bank financed projects: Sustainable Agriculture and Climate Change Mitigation Project, Horticulture Development Project and Climate Adaptation and Mitigation Programme for the Aral Sea Basin. 114 inquiries were received from HDP beneficiaries through FBM channels set in RRA. 108 of these enquiries were related to confirmation letters for waiving customs and tax fee to importing goods. Other 6 enquiries

were related to various topics such as clarification on sub-loan financing, general bank procedures, etc. All enquiries were duly addressed and delivered to beneficiaries.

SKWRMIP project specific FBM

The operational manual for this FBM was developed and approved by Project Implementation Unit (PIU) in May 2017. A project sociologist closely engages with project-affected people to handle complaints in a timely way and provide responses to enquiries. 49 verbal enquiries were received in 2017. The project sociologist and Mahalla leaders/Khokimiyat staff met with 32 citizens who made verbal enquiries and provided all requested information on project implementation (resettlement and other issues).

4.3 Engagement with the civil society

The 2017 cotton harvest took place in the context of increased transparency and dialogue. This has encompassed all groups of civil society, including critical voices of individual activists. Civil society activists have reported a significant decrease of harassment by the authorities. This is an encouraging sign for the future. The ILO would like to recognize the efforts and important contributions by everybody involved in this change process. An all-inclusive exchange of information creates a solid basis for employment and labour market policies not only in agriculture but throughout the economy.

4.3.1 Dialogue with local labour rights activists

On 13 November 2017, the ILO Third-Party Monitoring office in Tashkent hosted a first meeting between The First Deputy Minister of Labour, Human Rights Watch (HRW), Uzbek human rights activists and officials of the ILO and the World Bank.



Picture: Uzbek human right activists with the Deputy Minister of Labour and officials from Human Rights Watch, World Bank and ILO in the Third-Party Monitoring office in Tashkent.

The discussions were open and constructive. It was decided to continue the dialogue and ILO facilitated a second meeting on 15 December 2017. Cases from the local activists were submitted to the feedback mechanisms, and some cases could be verified and resolved.

4.3.2 Dialogue with international groups

In 2017 the government of Uzbekistan granted Human Rights Watch (HRW) access to the country. A HRW delegation visited Uzbekistan for the first time since its office was suspended in the Central Asian country in July 2011.

The government further stated that the Cotton Campaign was welcome to participate in the annual Cotton Fair in Tashkent.

The ILO also facilitated a meeting between the First Deputy Minister of Labour and the Uzbek German Forum at the ILO HQ in Geneva in December 2017. At this meeting, the Government issued an invitation to further constructive dialogue.

4.4 Recruitment of cotton pickers

Many pickers respond positively and voluntarily to “calls” by their mahalla or the head of their organization, institution or company, or by the Farmers’ Council. Cotton pickers most “at risk” of forced labour are medical and education staff, and university/college students.

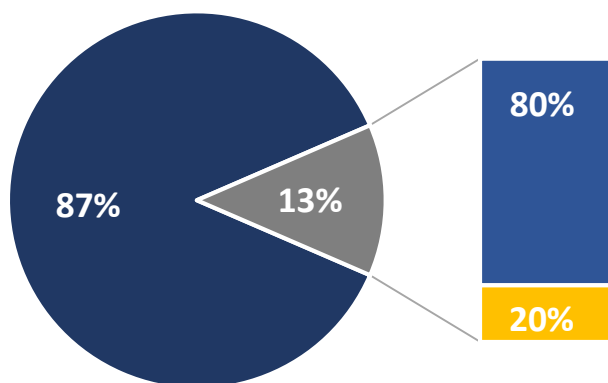
Voluntary pickers have been found by the ILO to be more productive than involuntary pickers, who have experienced some form of coercion. These findings, arising from the quantitative surveys for 2014 – 2015, suggest that, by providing the right incentives through attractive wages and improved working conditions and accommodation, the harvest could be done without any involuntary pickers. As outlined above, the Government of Uzbekistan took steps to significantly increase the wages in 2017. This is likely to have had a positive impact.

During their site visits and interviews, ILO experts were told that intermediaries often play a role in facilitating the recruitment of pickers. This is not surprising, given the scale of the temporary labour force required. At the request of the Farmers’ Council, labour is provided in a way that involves directly or indirectly mahalla community officers, and in some cases school and college directors, university rectors, directors of medical facilities, heads of enterprises or state budget organizations, local authority officials, and other organizations, such as the Kamolot youth organization.

4.4.1 Perception of the cotton pickers

The majority of pickers participated in the 2017 harvest on a voluntary basis. Data from the telephone poll indicates that 87% of cotton pickers did so voluntarily. The main reason that people volunteered was to increase their incomes. Cotton picking is a particularly important opportunity for rural women to earn extra income. The number of involuntary cotton pickers was 13% according to the results of the telephone poll.

The majority (87%) of cotton pickers participate **voluntarily**. This work provides an opportunity especially for women from rural areas to earn an extra cash income



13% of cotton pickers participate **involuntarily and under menace of penalty**. This is the same as **forced**. Before the recall, the vast majority of involuntary pickers (80%) were students and staff from educational and health-care institutions.

There are pickers who participated because they did not want to damage positive relationships within their families or communities ("social pressure"). These pickers did however also reply that they did not experience or fear an actual or perceived penalty if they were to refuse to pick cotton.

Based on extensive ILO research and TPM data it is estimated that 2.6 million people picked cotton in 2017. The total number of involuntary pickers (13%) is thus estimated to 336,000 people. It should be noted that this data also reflects the pickers that were recruited before the recall of certain risk groups from the harvest in late September 2017 (see below).

4.4.2 Efforts to mobilize unemployed people

ILO experts observed that the government took specific steps to mobilize unemployed people for the 2017 cotton harvest. One such step was a "temporary procedure for the organization of non-governmental cotton command units to mobilize unemployed people to cotton picking and motivate them in order to ensure the timely cotton harvesting in 2017".

The procedure is from a meeting of the Republican Committee on Deepening Economic Reforms in Agriculture, which took place on 12 September 2017. An English translation of the temporary procedure is attached as an annex to this report.

The temporary procedure describes "Cotton command units" to be headed by the Deputy Khokims in charge of Women Issues. Activist groups should be created at local level to visit unemployed people and compile lists of cotton pickers. The units would also visit the households of those people who did not show up in the fields. Door-to-door mobilization has the potential to take pressure off high risks groups including students and civil servants but it does raise some concerns about other types of pressure.

The document also outlines the establishment of an official account under the auspices of Mahalla Fund, for donations to the harvest. It seems clear that the fund is for payments from organizations – businesses, banks, enterprises, etc., and not from individual citizens. Such donations are not a new phenomenon and the creation of a central fund may be useful to streamline the process and reduce the risk of financial irregularities. In the longer term it may be worth considering more market driven solutions and incentives rather than relying on donations.

The ILO recommends that that these types of measures are very carefully reviewed. Involving unemployed people in the cotton harvest could provide a number of benefits as long as all pickers are recruited and engaged on a voluntary basis. ILO stands ready to provide guidance and examples of best practice labour policies in this area.

4.4.3 Recall of certain risk groups

The ILO could confirm that certain risk groups (students, education and medical personnel) were withdrawn from the harvest following a conference call organized by the Prime Minister on 21 September where he instructed authorities to call back all “mobilized” students, teachers and medical staff from the cotton fields. It was specified that these individuals should be back at their workplaces and education institutions by 17.00 hours on the same day (22 September).



The recall was a major step towards ending forced labour in a critical sector of the economy of Uzbekistan. The pictures above show students from the Tashkent Institute of Irrigation and Mechanization of Agriculture (TIIMSH) who returned home to Tashkent on 22 September 2017 from the Syrdarya region. A high number of students, teachers, nurses and other healthcare workers were recalled across the country.

The recall demonstrated in a tangible way the political commitment of the Government. It happened almost immediately after President Shavkat Mirziyoyev’s speech at the United Nations General Assembly in New York where he pledged to end child labour and forced labour in Uzbekistan and underscored his Government’s engagement with the ILO.

There have been some reports of inconsistencies in the implementation of the instructions at local level. The way the recall was carried out had invariably secondary consequences, which have raised questions on the management of the harvest effort as well as the participation, if voluntary, of certain groups in it. However, the recall can be seen as another major step towards ending forced labour in a critical sector of the economy of Uzbekistan.

5. Summary of key findings for World Bank projects

5.1 Background

ILO experts visited a number of sites (farms, schools, enterprises, etc.) of World Bank-supported projects throughout the country in order to assess if they were either using child labour or forced labour, in contravention of agreements between the World Bank and the Government of Uzbekistan, or had taken particular measures to prevent child labour and forced labour.

5.2 Methodology

5.2.1 Interview sampling sizes

The number of sites visited was equivalent to an average of 6% of all identified World Bank-supported project sites. The minimum number of sites to be visited during the harvest phase by ILO experts for each project was agreed with the World Bank in advance. The actual sites were chosen in the same way as all other sites, respecting the principle of unannounced visits.

WB project	Number of WB beneficiaries	WB beneficiary target (percent)	WB beneficiary target (sites)	Sites covered by ILO monitoring
GPE schools	1231	6%	74	77
GPE pre-schools	1220	6%	73	59
SK	1069	6%	64	65
HDP	156	6%	9	19
Fergana Valley	n/a	n/a	30	29

5.2.2 Exposure to risks of child labour and forced labour

World Bank-supported projects have a variety of direct and indirect beneficiaries with different relationships to the risks of child labour and forced labour. For example:

- Some of the farmers who benefit from improved access to water under the SKWRMIP project grow cotton. Potentially, child or forced labour could be used to pick the cotton in their fields. For these beneficiaries, preventative measures that have been put in place include (i) legal clauses in relevant agreements; and (ii) training and awareness activities on preventing child and forced labour.
- Staff of GPE-funded schools and pre-schools could be called to pick cotton against their will or be requested to pay for hiring replacement workers. For these beneficiary institutions, the preventative measures include information and awareness-raising campaigns and training activities, which focus on the use of the national Feedback Mechanism to report any coercion.
- Entrepreneurs receiving sub-loans for non-cotton agricultural activities through the HDP project could be requested to either contribute labour directly or pay for hiring replacement workers for the cotton harvest. For these project beneficiaries, preventative measures in place include legal clauses in sub-loan agreements about prohibition of child and forced labour as well as information and awareness-raising through the training programmes of the projects.

World Bank-supported project beneficiaries are in general exposed to the same potential risks of child labour and forced labour as all other institutions, companies and individuals in the country.

However, World Bank-supported project beneficiaries might be less vulnerable to some of these risks as they are benefitting from more awareness-raising and capacity-building events on the prohibition of child and forced labour and have better opportunities to alert the competent authorities of the potential consequences of non-compliance.

Furthermore, it is worth recognizing that many of the World Bank-supported projects are in fact already addressing the root causes that can help reduce the risks of child and forced labour in the cotton harvest. For example:

- **Crop diversification** helps to alleviate seasonal peaks in the demand for temporary workers. The risk reduction will be particularly impactful in remote and less densely populated areas.
- **Irrigation** is likely to boost productivity and therefore enable higher yields and consequently enable farmers to pay higher wages to workers in the agricultural sector.
- **Strengthened education facilities** reduce risks of child labour and forced labour as it is more likely that these institutions have adequate capacity, systems and structures in place.

5.2.3 Awareness levels

When visiting World Bank-supported project sites, ILO experts observed evidence of information and capacity-building sessions, legal provisions and monitoring measures. These complement general activities by the World Bank against child labour and forced labour at the national level.

ILO experts found that the majority of interviewees in World Bank-supported project sites appeared to be well informed about the prohibition of child labour and forced labour. There was also awareness of the Feedback Mechanisms and the publicity that the cotton harvest had received in 2017.

5.2.4 Legal safeguards

Standardized provisions against the use of child labour and forced labour in the agreements between the Farmers Council and brigade leaders, monitoring by the Farmers' Council and other accredited organizations, wages and working conditions of pickers appeared to be at least equivalent to sites not covered by the World Bank projects.

5.3 Horticulture Development Project (P133703)

The objectives of the Horticulture Development Project (HDP) for Uzbekistan are to: (a) enhance the competitiveness of industries, such as agro-processing; and (b) diversify the economy and thereby reduce its reliance on a few commodity exports, such as cotton. The project contributes to poverty reduction in the country by assisting horticulture farmers, many of whom are small and comprise the poorest, to increase their farm productivity and incomes, and thereby fostering greater and better rural jobs. The project comprises three components:

1) Agricultural Support Services

- strengthen the capacity of participating research institutes and plant protection services to provide a demand driven, participative technology transfer that will help the farmers to respond to the emerging market opportunities;
- enhance the capacity of farmers to improve quality and productivity of their product, as well as to identify and respond to market opportunities both domestically and in export markets;
- improve the country's food safety management system, as well as ensure their regulatory harmonization with international food safety requirements.

2) Access to Credit

- provision through selected Participating Financial Institutions (PFIs) of investment and working capital sub-loans and lease financings to beneficiaries; and
- provision of technical assistance and training to PFIs to increase their capacity in managing a range of innovatively structured finance products that support the development of value chains.

3) Project Management

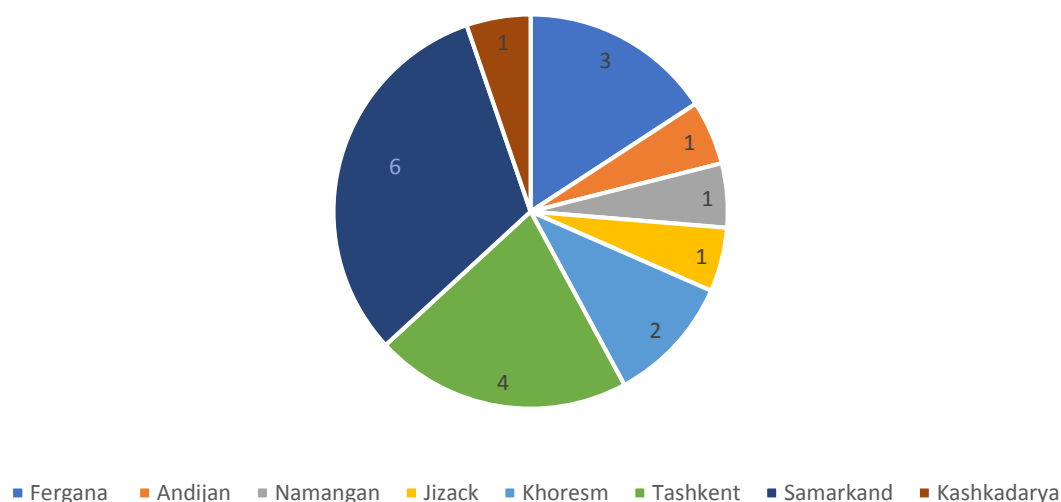
- provision of goods, technical assistance and training to the Rural Restructuring Agency for the implementation of the project (including the areas of financial management, procurement, disbursement, monitoring and evaluation).

5.3.1 Methodology for the HDP monitoring

The HDP was covered by the 2017 TPM. The methodology used by the ILO experts did not differ between interviews at World Bank-supported project sites and non-World Bank sites.

Monitoring teams visited 19 beneficiaries of sub-loans project component, as presented in the charts below. They represent 12.2% of the total number of beneficiaries. The interviews were conducted by the international monitors, without the presence of national counterparts. Overall, 19 interviews with the beneficiaries or their representatives and 23 interviews with the staff of companies were conducted.

Chart: HDP sites monitored by province

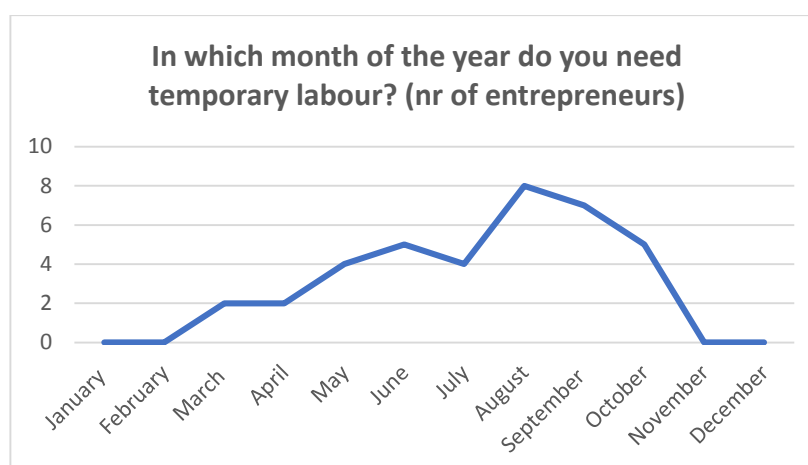


As the respondents were not involved in cotton production, the monitoring aimed at collecting information about broader labour practices and any contribution to the cotton harvest that the beneficiaries might have had.

Table: Types of business activity in monitored sites (number of entrepreneurs)

Business activity	Number of sites visited	Percentage of all visits
Refrigerator equipment	5 sites	26%
Vegetables storing	1 site	5%
Greenhouses	6 sites	32%
Dry fruits production	1 site	5%
Intensive orchards	6 sites	32%

More than a half of HDP sites visited (58%) were small enterprises with 10 to 49 permanent workers. The rest of the enterprises were equally distributed between micro and medium entities with up to 9 and 249 permanent workers. Most micro and small companies employed temporary workers for seasonal work through the Employment Support Centers of the Ministry of Employment and Labour Relations or mahallas. In a few cases, the employers asked permanent workers to help in finding seasonal labour.

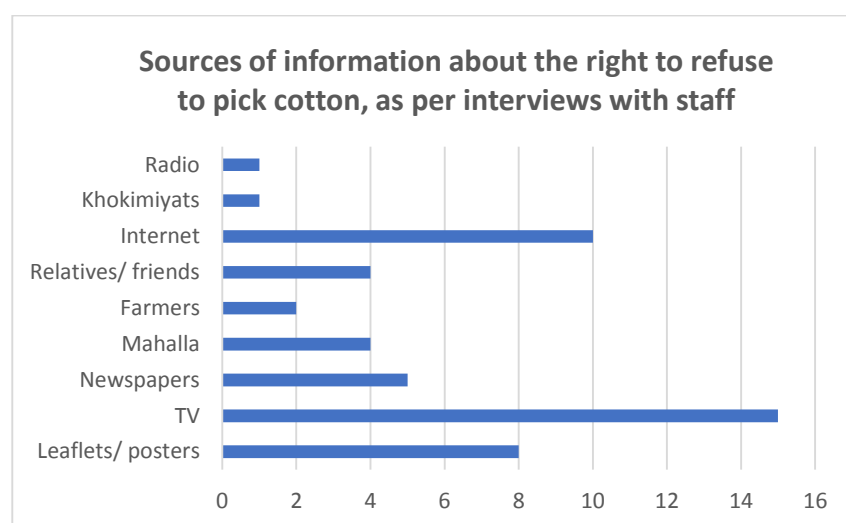


As per the interviews, half of employers concluded written labour agreements with temporary workers. They specified the job title, passport data, salary, temporary nature of work, work schedule, etc. On average, seasonal workers, both men and women, were employed for 20 days a month with a daily payment ranging from 35 to 70 thousand soums.

The visits and interviews with the staff revealed three cases of 16-17 year-old workers who at times were engaged in work activities that are not permitted under Uzbek law for young workers. Corrective actions were taken immediately, and instructions were given to the employer on the prohibition of employing workers below 18 years for work classified as hazardous. No evidence of coercion was identified in any of the cases.

The level of awareness of interviewed employers about their right to refuse contributions to the cotton harvest, either by providing staff or other means, was high. None of them had made any contribution, nor had they been requested to do so. Equally, all respondents displayed a high level of awareness on the prohibition of child and forced labour during cotton picking. Their main sources of information were TV, newspapers and khokimiyats.

The staff interviewed showed the same high level of awareness about their right to refuse to pick cotton. In their case, the most efficient sources of information proved to be the TV and the Internet, followed by printed materials, such as leaflets and posters.



5.3.2 HDP Project specific recommendations

In synergy with the overall TPM recommendations, the ILO puts forward the following project specific recommendations:

- Continue to provide training activities for project beneficiaries on legislation and regulation on child and forced labour, labour rights, decent working conditions and occupational safety and health issues in agriculture;
- Undertake research to assess labour relations in the horticultural sector and to provide recommendation for creating decent working conditions;
- Carry out trainings for the involved financial institutions on social responsibility of business and labour rights;
- Develop and implement further guidance for the project financial institutions on labour rights to optimize the screening process;
- Increase collaboration between entrepreneurs, project beneficiaries with the Employment Support Centers and trainings centers of the Ministry of Employment and Labour Relations to assist with the recruitment of temporary and permanent workers, conduct qualification upgrading, and train staff and employees on decent working conditions and occupational safety and health;
- Build the capacity of the Farmers Council to provide advice and training for farmers on issues of occupational safety and health, labour rights, recruitment for seasonal agricultural works in collaboration with the Ministry of Employment and Labour Relations and other partners;
- Promote economic empowerment opportunities for women in the horticultural sector.

5.4 Improving Pre-primary and General Secondary Education Project (P144856)

The development objectives of Improving Pre-primary and General Secondary Education (GPE) Project for Uzbekistan are to increase access of children aged 3-6 to quality early childhood care and education in rural pre-primary institutions and to improve conditions for better learning outcomes of students of rural general educational secondary schools. This project has three components.

- 1) The first component, Improving Access to Quality Early Childhood Education Opportunities, aims to improve access to early learning opportunities and quality pre-primary education in rural areas of Uzbekistan, by supporting the development and implementation of more flexible and efficient models of service provision.
- 2) The second component, Improving Conditions for Better Learning Outcomes in General Educational Secondary Schools, aims to improve conditions for better learning outcomes in rural general educational secondary schools, by improving the training system for teachers and school managers and increasing the availability of adequate equipment and teaching and learning materials.
- 3) The third component, strengthening the Capacity to Monitor the Education System, would support the strengthening of the existing capacity to monitor the education system, which is one of the major responsibilities of Ministry of Public Education of Uzbekistan's (MoPE's) main department of Development of the Training and Education Process in general secondary schools⁵.

The project is implemented nation-wide.

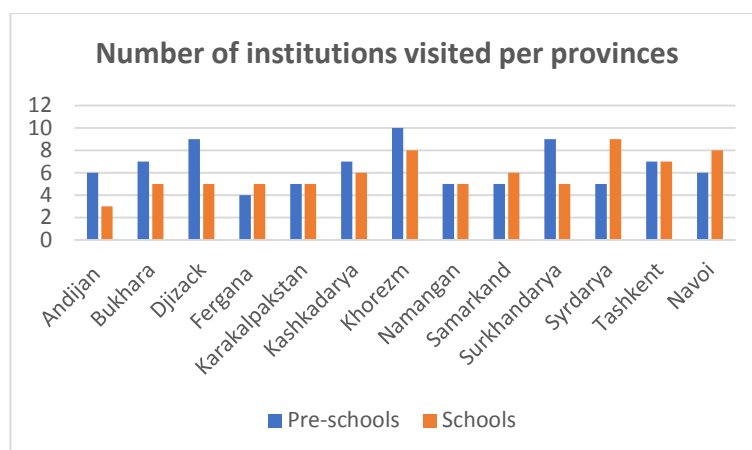
5.4.1 Methodology for the GPE monitoring and major findings

6,4% of all schools and pre-schools throughout the whole country, beneficiaries of the GPE project were targeted by the 2017 TPM, harvest phase. It envisaged visits to 156 institutions, both schools and pre-schools, and interviews with 129 managers, 303 staff and 90 school pupils.

Institutions visited and interviews carried out during the 2017 TPM				
77 schools			79 pre-schools	
77 managers	154 staff	90 pupils	52 managers	149 staff

The TPM in GPE project sites followed the same methodology as for other sites. Interviews were unaccompanied.

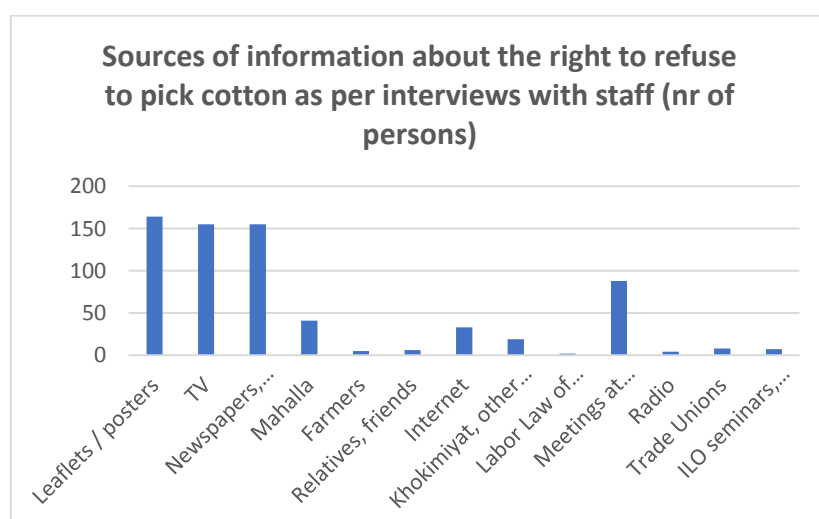
⁵ <http://projects.worldbank.org/P144856?lang=en>



Both schools and pre-schools were fully functioning, except for a few pre-schools that were partially under reconstruction works. The school attendance of children was generally high. On average, about 3 pupils were missing from school on the day of monitoring due to health or family reasons. No children were mentioned to be involved in cotton picking.

Similarly, no staff of pre-schools or schools visited was reported by managers to participate in the cotton picking either during working or non-working hours. Still, the interviews with 303 staff showed that there were 5 persons who worked for up to 5 days and 5 who intended to work in cotton picking in their neighbourhood during their free time on week days (after classes and on leave days) and weekends. Those who worked received from 400 to 600 soums per kilogramme of cotton picked.

Managers, staff and school pupils displayed a high level of awareness of child labour and of responsibilities for not involving children into cotton picking. An equally high level of knowledge was shown regarding forced labour, measures taken by the country to prevent cases of forced labour in cotton picking, the right to refuse to pick cotton, etc. Information activities were organized in almost all institutions and evidence of such work was provided to the monitors. Still, around 8% of staff interviewed did not know where to complain if they were called to pick cotton against their will nor about the existence of dedicated hotlines. The need for further capacity building and awareness-raising was confirmed by nearly one fourth of all managers interviewed. They mentioned such topics as international practices of dealing with child and forced labour, consequences of child labour and benefits of education.



5.4.2 GPE Project specific recommendations

In synergy with the overall TPM recommendations, the ILO puts forward the following project specific recommendations:

- Continue providing training to the Ministry of Public Education staff and its territorial divisions at province and district levels in line with the Action Plan of the Coordination Council on Child and Forced Labour. The training topics could include interactive training techniques, legislation and regulation on child and forced labour and the role of education in mitigating the risks, labour rights and other relevant issues.
- Build local capacity for trainings on labour issues, in collaboration with Tashkent State Pedagogical University and Regional Centers for retraining and improving qualification of employees working in public educational sectors.

5.5 South Karakalpakstan Water Resources Management Improvement Project (P127764)

The objectives of the South Karakalpakstan Water Resources Management Improvement Project (SKWRMIP) are to restore irrigation and improve water management in the project area in a sustainable and financially efficient manner. The project comprises three components.

- 1) The first component, Modernization of the Irrigation Network, aims to restore the irrigated area in South Karakalpakstan in a financially efficient manner.
- 2) The second component, Modernization of Agriculture, will invest in improving irrigated agricultural production in the project area so that farmers take full advantage of improved water management by strengthening capacities, promoting crop intensification and diversification, investing in cotton harvest mechanization and conducting outreach and information dissemination.
- 3) The third component, Project Management, Monitoring and Evaluation, will strengthen the Ministry of Agriculture and Water Resources and the Project Implementation Unit's (PIUs) capacity for project management, monitoring and evaluation (including procurement and financial management) through the provision of goods, consultant services, training, and financing of incremental operating costs.⁶

5.5.1 Methodology for the SKWRMIP monitoring and major findings

The SKWRMIP was one of the projects covered by the 2017 TPM during the pre-harvest and harvest phases. During the pre-harvest phase, the capacity building events were carried out for the PIUs and farmers beneficiaries, as described earlier in the report.

The harvest phase focused on monitoring cotton fields in Beruni, Elikala and Turtkul and interviews with farmers, brigade leaders, cotton pickers, representatives of local institutions and organizations, khokimiyats, etc. The aim was to assess how the commitments made by the Government of Uzbekistan to eliminate risks of child and forced labour were implemented in the field, how the systems of risk reduction and management operate, and how efficient they were in having an impact

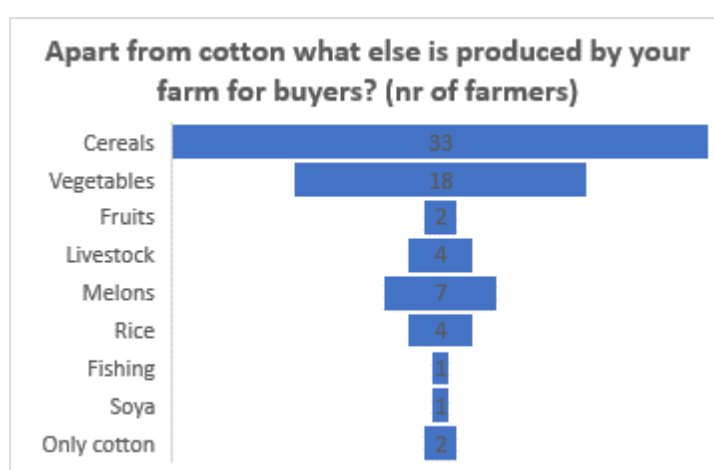
⁶ <http://projects.worldbank.org/P127764/south-karakalpakstan-water-resources-improvement-project?lang=en>

on vulnerable people. In addition, the TPM focused on collecting information about broader labour practices.

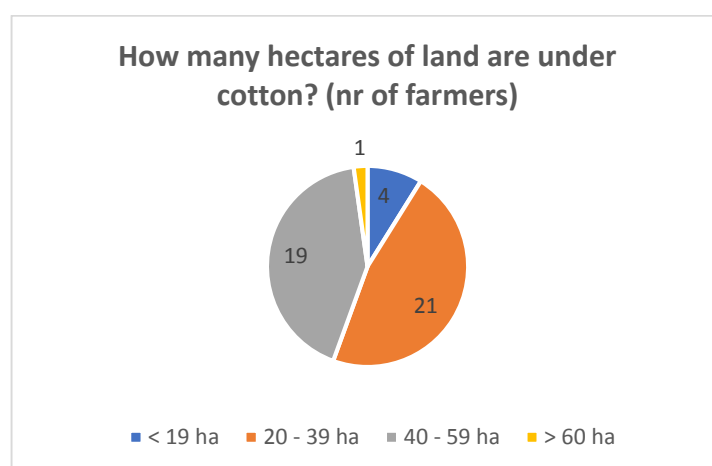
The TPM in SKWRMIP sites used the same methodology as in the rest of the country. A project specific pilot project on recruitment practices and mechanization was undertaken (see 5.5.2 below). The sampling for monitoring differed slightly from other projects, as it used a risk-based approach. The selection of sites was based on the pilot project findings. The selection took into account three main indicators: 1/ remoteness from large communities (more than 5 km); 2/ expected harvest in 2017 (lower than 20 centers/ha) and 3/ farm size (more than 15 ha). The visits to the sites were both announced and unannounced due to logistical reasons and interviews were unaccompanied by national counterparts.

Overall, 65 farms benefitting from the modernized irrigation network under the SKWRMIP were monitored, which represents 6,5% of the total number of beneficiaries. Monitors conducted interviews with 45 farmers, 19 brigade leaders and 113 cotton pickers.

The farmers interviewed were growing a variety of crops beyond cotton.

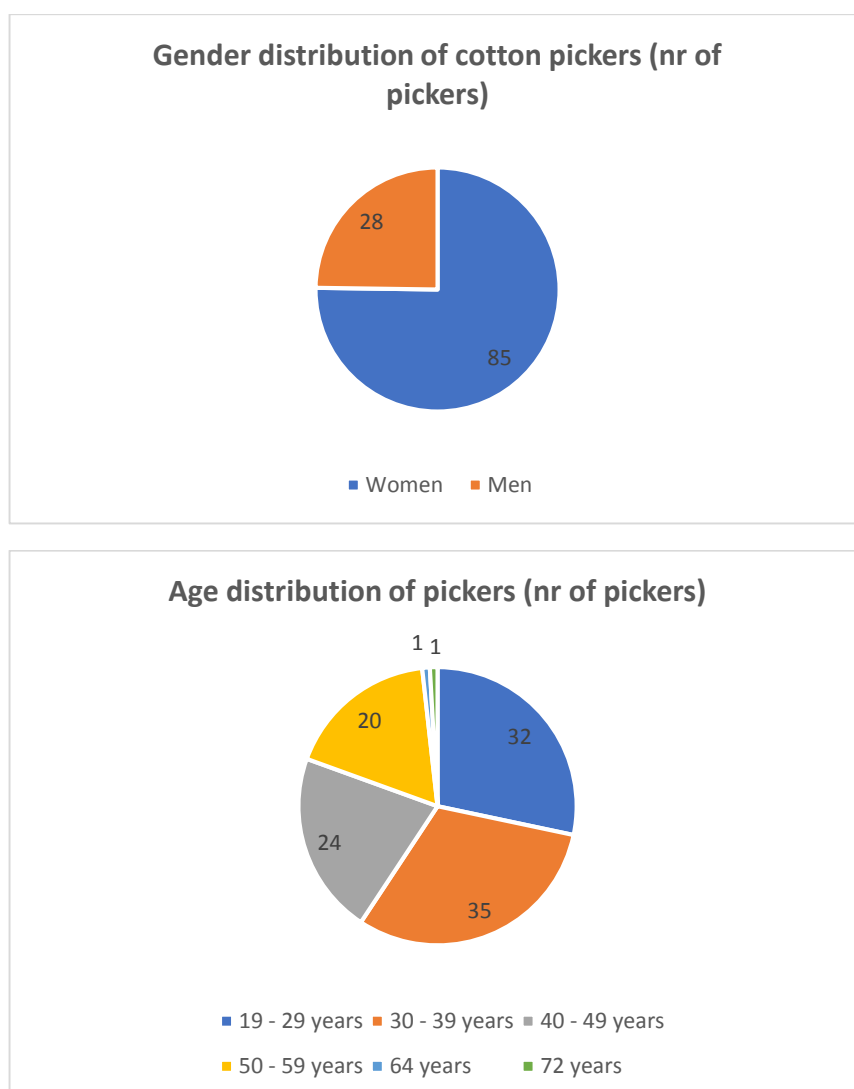


The farmers also varied in terms of areas allocated to cotton production



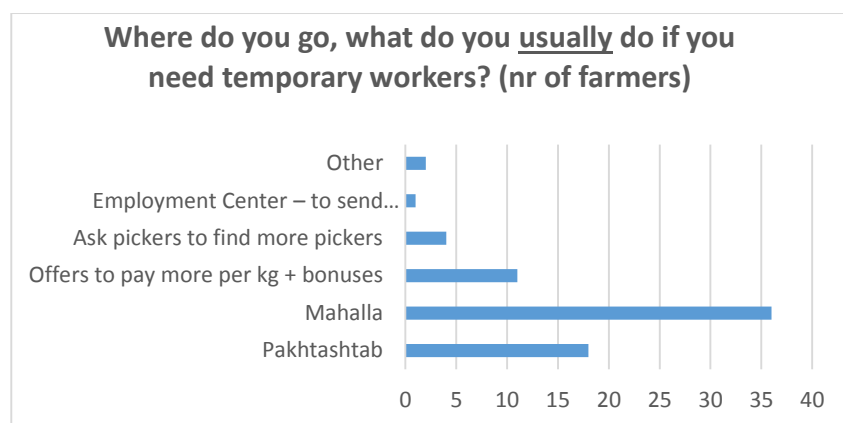
As per interviews, in 2017, farmers expected to harvest on average 1.9 tons per ha, the lowest amount being 1.4 tons and the highest 3 tons per ha. 41 farmers of all interviewed did not use harvesters at all and the rest used them partially.

On the day of the interviews, the monitors observed more than 30 pickers on a field on average, about 10 of them being permanent workers of the farm. The majority of pickers were women with ages ranging between 19 and 59, as shown in the below chart.



Overall, the farmers confirmed the need for both permanent and temporary workers to fulfil the working tasks in cotton and non-cotton related activities. 21 of them had up to 9 permanent workers and 24 up to 41. The size of the farm did not necessarily determine the number of permanent workers. The later was rather influenced by the type of agricultural activity.

The mahalla played an essential role in matching labour offer and demand in cotton picking and other types of agricultural works. Most farmers asked the help of mahallas and khokimiyats/pahtashtabs in identifying temporary workers for cotton picking and pickers claimed they had found the job themselves though the farmers or the mahalla representatives.



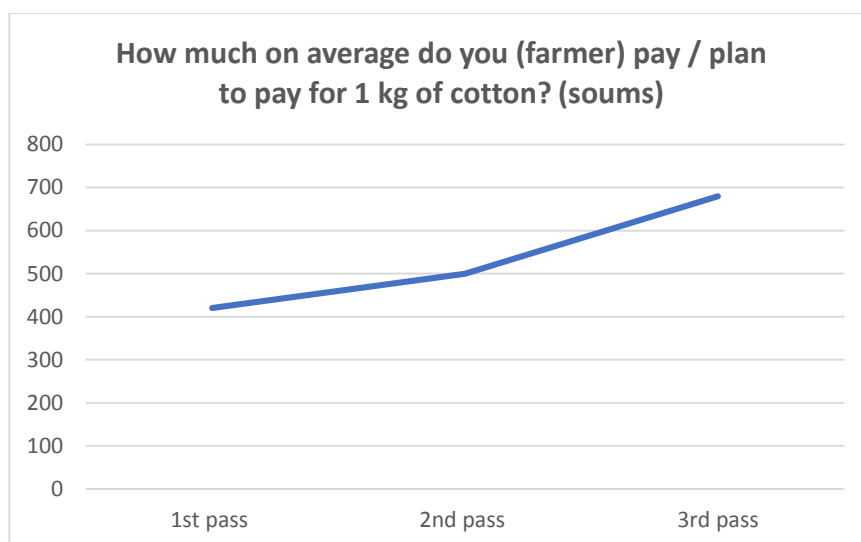
Regarding labour agreements, more than a half of interviewed farmers did not have agreements with the temporary pickers, neither written nor verbal. The pickers interviewed mentioned the lack of written agreements, specifically, but, instead, prior verbal arrangements with the farmers or their representatives.

For non-cotton related activities, most farmers mentioned that they usually have agreements with temporary workers, either written or verbal. As a rule, the agreements would refer to the temporary nature of work, salaries, number of working days. Most often, farmers would need temporary labour in April – June and September - October.



Regarding temporary labour in cotton picking, the farmers informed the ILO experts that about half of workers were organized in brigades before being hired by the respective farmers.

The payment to pickers was consistent throughout the whole project area, registering an increase from 400 soums per kg during the first pass to more than 700 in the third, as shown in the chart below.



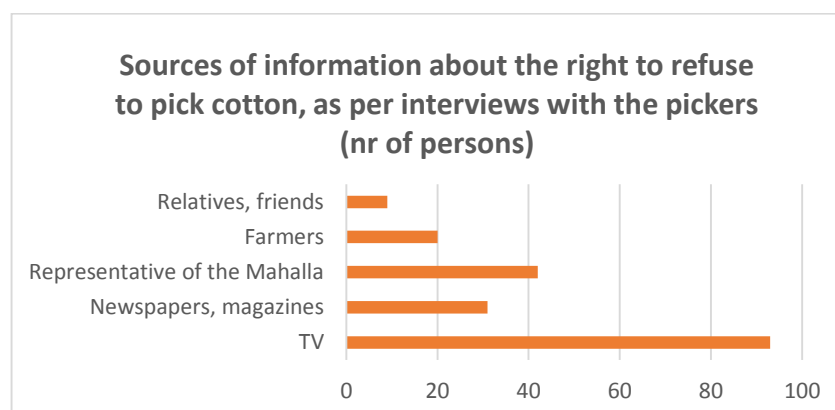
Pickers interviewed confirmed the above figures. About a half of respondents were paid between 600 and 700 soums, 38% - 400 – 460 soums and 14% - 500-600 soums. This means that the daily payment for an average picker, who collects 80 kg per day, would range from 32,000 soums to 56,000 soums. Analyzing pickers' answers on days worked and planned to work, it can be concluded that the average estimated number of days that pickers spent during the 2017 cotton picking in project areas amounted to 50 days with no more than 8 hours per day. No gender differences were observed in terms of wage and working time.

In non-cotton related activities, seasonal workers, both men and women, were employed for 18 days a month on average, with a daily payment of about 25,000 soums.

Those pickers who reported having a main job explained that they were detached voluntarily from their main job for a period between 6 and 40 days.

All farmers reported costs for providing food to pickers and one third for offering transportation services. More than a half of pickers benefited from such food and all of them assessed it as "good". Accommodation of workers was covered by only two farmers.

The data collected showed that all pickers interviewed were picking cotton voluntarily. Their main motivation was to earn an income. They also had a high level of awareness of their right to refuse to pick cotton, not to pay for a replacement and what to do in case of being forced. Most pickers interviewed could stop picking cotton by simply informing the farmer or brigade leader.



The farmers and brigade leaders were also well aware of the prohibition of child and forced labour in cotton picking. Their main sources of information were the TV, khokimiyats, mahallas and other farmers. The farmers reported that they had prevented cases of child labour in cotton picking by checking the age of their workers and instructing their representatives about this prohibition. In the case of forced labour, they talked to the pickers about the right to refuse picking cotton, stop the work in the fields and instructed their representatives about this.

One case of 12 pickers aged 10-14 years old was identified by the monitoring team in Beruniy district. The incident was not a result of systemic recruitment and there was no evidence of coercion. The farmer was not aware of their presence in his field. The underage pickers were withdrawn from the field immediately. The Khokim and others in the community took the situation very seriously and rectified it without delay. Related information sessions for parents, teachers and farmers were organized the following day. The prosecutor's office, the education department and mahalla were also involved to ensure appropriate action was taken to avoid recurrence⁷.

5.5.2 SKWRMIP Pilot project on recruitment practices and mechanization

The World Bank and the ILO collaborated to conduct a study on mechanization, recruitment practices and decent work conditions for cotton pickers in SKWRMIP districts of South Karakalpakstan. The objectives of the research activity included: 1) Analysis of barriers and constraints affecting the use of harvesters by farmers as compared to hand picking; and 2) Assessment of farmers' labour recruitment practices for cotton hand picking and development of strategies for a more efficient use of the labour force during the cotton harvest.

The study was conducted in two phases before and during the 2017 cotton harvest allowing assessment and monitoring of the effect of the most recent policy initiatives concerning mechanization and labour recruitment. The research was based on a mixed-method design combining a representative survey of farmers, qualitative research with key stakeholders, and spatial analysis. In total, about 520 farmers, pickers, community leaders, and other key stakeholders took part in the research. The data were collected by three consulting agencies and think tanks including Nazar Business Technologies, Al Mar Consultancy, and Republican Research Center for Employment under the Ministry of Employment and Labour Relations.

Key results and recommendations of the study were as follows:

Key finding 1

The study illustrated that there are no clear, normative instructions or guidelines for farmers on how labour conditions should be organized. Working conditions (quality of food, water, transportation, and availability of toilet facilities) vary significantly among the farmers.

⁷ The mahalla leader of the locality, the representative of the District Education department and some of the children's parents came to the school in about one hour. No one seemed to be aware of children's picking cotton. On the second day, the monitoring team visited the school again, met with the management and staff of the school to discuss about the incident, possible causes behind and ways to prevent such cases in the future. The meeting was attended by the district prosecutor's office, education department and mahalla. As communicated by the district hokim, the incident was an isolated case and corrective measures were taken.

Recommendations: clear guidelines should be introduced and developed for organizing working conditions for cotton pickers, covering regulation of working hours, rest periods, requirements for transportation, sanitation, living/shelter conditions, and quality/quantity of water and food.

Key finding 2

In all three districts, remotely located farmers (who generally face lower cotton yields) and farmers working in large farming areas tend to face the greatest difficulties recruiting local pickers. The farmers face their greatest challenges during the third and fourth passes. Based on the spatial analysis, 65 farmers (out of 1091) have the highest potential for the use of mechanization and are at risk of using forced labor.

Recommendations: the economic viability of the third and fourth passes should be reviewed and increased so that the income from these passes can match the average daily income for the first and second passes in order to attract a sufficient number of voluntary pickers.

The 65 farmers identified above should have a place of priority for crop diversification and mechanized harvesting in the future.

Results of the study were presented to and discussed with national level counterparts. In addition, a series of roundtable discussions were held in all SKWRMIP districts in order to both inform local stakeholders of recent research findings and obtain feedback from them that could help in developing applied policy recommendations for upcoming cotton seasons.

5.5.3 SKWRMIP Project specific recommendations

In addition to the pilot project recommendations mentioned above, the ILO puts forward the following project specific recommendations:

- Continue training activities in collaboration with the PIU for project beneficiaries on legislation and regulation on child and forced labour, labour rights, decent working conditions and occupational safety and health issues in agriculture;
- Increase the potential of the Farmers Council in serving an advisory and trainer role for the farmers on issues of occupational safety and health, labour rights, recruitment for seasonal agricultural works in collaboration with the Ministry of Employment and Labour Relations, etc.;
- Continue working with the PIUs, khokimiyats in the three project districts, Farmers Council and farmers on removing barriers to mechanization and improving recruitment practices and working conditions, providing training on decent working conditions and occupational safety and health.

5.6 Modernizing Higher Education Project (P128516)

The main objective of the Modernizing Higher Education (MHE) Project for Uzbekistan is to strengthen higher education institutions in their ability to produce skilled graduates and to conduct quality, relevant research to further fuel economic development in Uzbekistan. The Project will finance the implementation of a higher education information management system to support policy analysis and the development of a quality assurance function consistent with good international practices. It will

also finance the modernization of basic teaching laboratories and advanced scientific research laboratories in priority areas of the economy. This includes updating the curriculum to optimize the use of the updated laboratories, including training for faculties and staff. The Project will support in addition the establishment of a national e-library (electronic library) to improve the learning and research environment at Uzbekistan's higher education institutions and an Academic Innovation Fund to improve teaching and learning processes⁸. The project covers all higher education institutions in Uzbekistan.

5.6.1 Methodology for the MHE project monitoring and major findings

Prior to and during the harvest, all 78 universities and institutes of the country were targeted by **capacity building** events conducted as part of the TPM project, as presented below. In total, 4 trainings were organized for 135 managers and representatives of university Youth Unions and nearly 30 students.

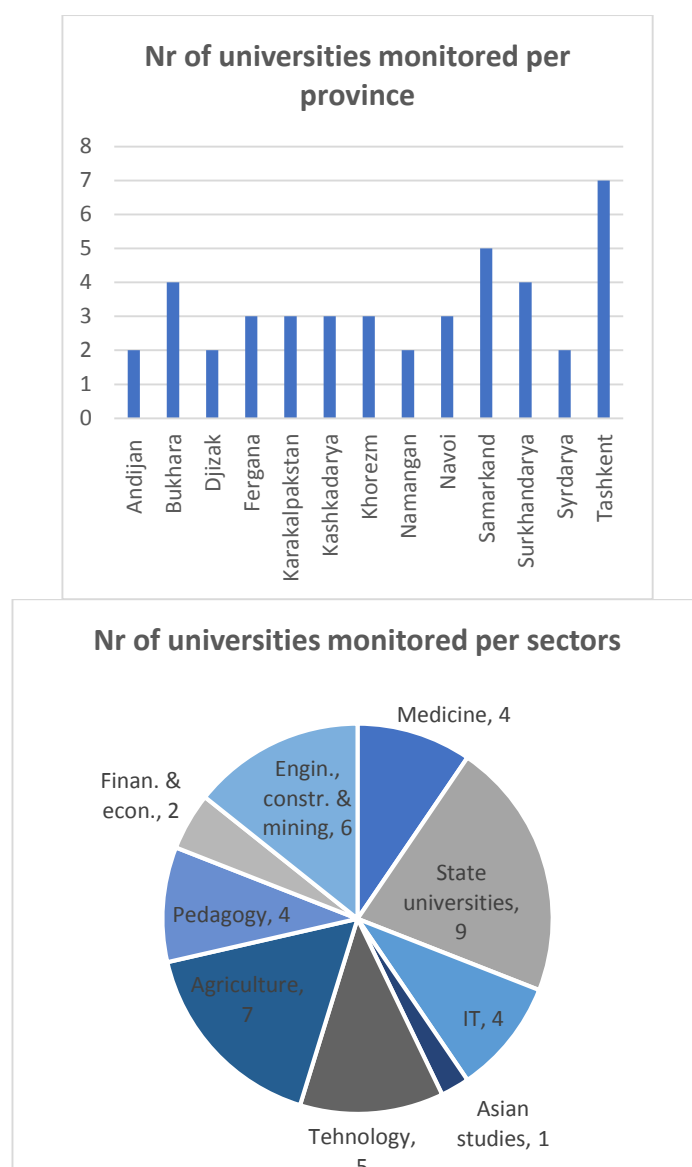
The trainings focused on child labour and forced labour topics, measures in place to prevent such cases and how to address possible risks. They also referred to the Feedback mechanism (FBM) and specific recommendations for the Ministry of Higher and Secondary Specialized Education (MHSSE) and higher education institutions to eliminate forced labour in cotton harvest.

Region	Number of Universities	Place of training	Date of training
Surkhandarya	3	Tashkent	September 15
Kashkadarya	3		
Sirdarya	1		
Jizzakh	2		
Tashkent	36		
Andijan	4	Fergana	September 18
Ferghana	4		
Namangan	3		
Bukhara	4	Samarkand	September 20
Samarkand	7		
Navoi	2		
Khorezm	3	Nukus	September 22
Karakalpakstan	6		
Total	78	4	

One session of the trainings was dedicated to discussions on the impact of students' participation in cotton picking. Participants highlighted the opportunity of students and teachers to get an income, acquire some new working and social skills, increase students' self-esteem and patriotic feelings, etc. They also mentioned the negative consequences on the quality of studies caused by one to two months' lack of classes, inadequate working and living conditions in the fields that jeopardize students' health and safety and others. Two trainings were conducted after the recall of students from the fields on September 21st. This decision was generally viewed as a positive step by participants.

⁸ <http://www.worldbank.org/en/news/press-release/2017/04/12/world-bank-supports-improvement-of-higher-education-in-uzbekistan>

The **monitoring** phase covered 42 institutions or 55 % of all project beneficiaries, as shown below.



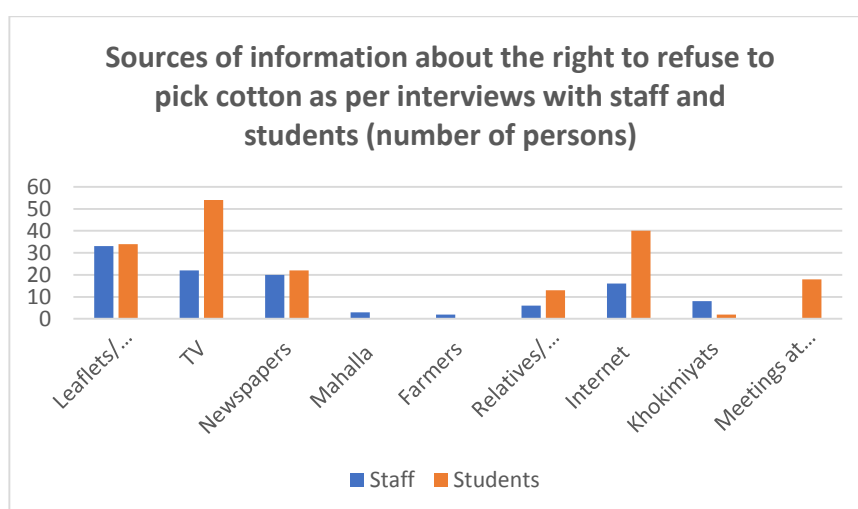
The monitors conducted unannounced and unaccompanied interviews with 43 managers, 73 students and 51 staff.

Universities were fully functioning. The students' attendance was generally high. No students were found to be picking cotton on the day of monitoring. 600 students and 10 technical staff of one institution participated in the harvest before the recall of September 21st. This did not affect the functioning of the university overall, as the ILO expert was informed.

According to the interviews with the staff and students, one technical staff and two students confirmed voluntary participation in cotton picking for 30 days for getting an extra income. They were called by the management of the university, but were aware of their right to refuse and did not fear possible negative consequences in case of refusal. About 10 staff and students expressed willingness to pick cotton outside working/study hours to be helpful to the country and the mahalla.

The ILO has received a few signals from outside sources of students being involved in cotton picking before and after the recall. Such cases were forwarded to the FTUU and Ministry of Employment and Labour (MoELR) feedback mechanisms and followed up. In one of them participation of students proved to be voluntary. Students were interested in receiving an income and benefited from a special education programme to catch up on the days spent in the fields.

The monitoring data shows that managers, staff and students were aware of the prohibition of child labour and forced labour, measures taken by the country to prevent such cases, the right to refuse to pick cotton, and where to complain if they were called to pick cotton against their will. Information activities were organized in almost all institutions and evidence of such work was provided to the ILO experts.



5.6.2 Major recommendations specific to the MHE project

In synergy with the overall TPM recommendations, the ILO puts forward the following project specific recommendations:

- Continue capacity building for university staff, Trade Unions and Youth Unions leaders on labour rights, international best practices on recruitment, school to work transition, interactive training techniques, etc.
- Continue raising the awareness of students of their labour rights, the right to refuse to pick cotton through innovative and interactive means and using information technologies.

5.7 Second Phase of Ferghana Valley Water Resources Management project (P149610)

The development objective of the Second Phase of Ferghana Valley Water Resources Management Project for Uzbekistan is to improve the quality of irrigation and drainage service delivery to agricultural users within the project area.

The project includes the following three main components:

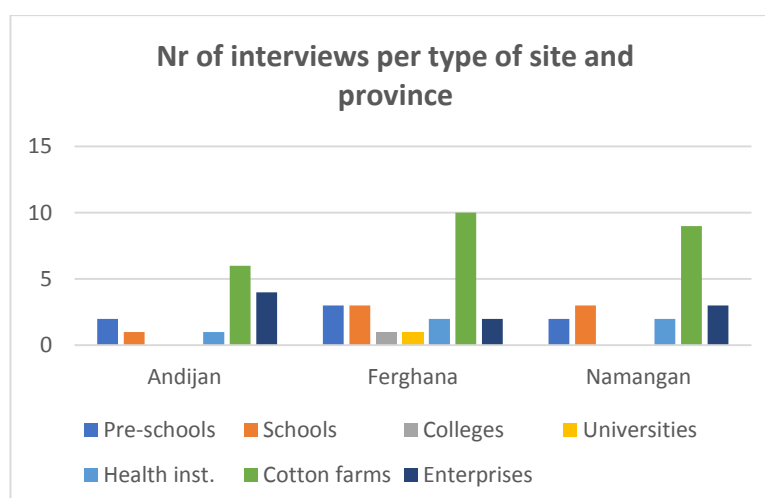
- (i) Irrigation Modernization;
- (ii) Support for Agricultural Modernization; and
- (iii) Project Management.

The first component aims to increase water supply both from surface and groundwater sources and to reduce wastage through investments in the modernization of the water distribution system. Investments will increase the capacity to control and distribute water along the canal network. The second component will promote intensification and diversification of agriculture and improved water management. The Project will use a combination of direct training activities, information dissemination, technology demonstrations, experience sharing activities and interactions with other sources of information, financial and technical support. The third component will support strengthening the Ministry of Agriculture and Water Resources (MAWR's) and the Project Implementation Unit's (PIU) capacity for project management, monitoring and evaluation (M&E) (including, inter alia, the areas of procurement and financial management) through the provision of goods, consultant services, training, and financing⁹.

Administratively, the project area consists of:

- 1/ Namangan: Yangikurgan district in its entirety and part of Chodak district;
- 2/ Ferghana: entire Ferghana and Kuvasay districts, Ferghana city, and parts of Kuva, Altariq and Tashlak districts;
- 3/ Andijan: parts of Kurgantepa, Jalakuduk, and Hujaobod and Bulakbolin districts.

At the time of the 2017 TPM, the project was not operational yet. Monitoring in these areas included 55 visits and 176 unannounced and unaccompanied interviews with cotton pickers, farmers, managers/staff of education/health care institutions and brigade leaders in the above districts/cities. The breakdown is presented below.



⁹ <http://projects.worldbank.org/P149610?lang=en>

5.7.1. Project specific recommendations

In synergy with the overall TPM recommendations, the ILO puts forward the following project specific recommendations:

- Continue working with the PIU on providing training for project beneficiaries on legislation and regulation on child and forced labour, labour rights, decent working conditions and occupational safety and health issues in agriculture;
- Increase the potential of the Farmers Council in serving an advisory and trainer role for the farmers on issues of occupational safety and health, labour rights, recruitment for seasonal agricultural works in collaboration with the Ministry of Employment and Labour Relations, etc.

List of Annexes

- | | |
|----------------|---|
| Annex 1 | ILO Press Release of 12 December 2017 |
| Annex 2 | Extract from Uzbek media on how the ILO press release and key findings were covered |
| Annex 3 | List of ILO experts who conducted pre-harvest and harvest assessments |
| Annex 4 | Districts covered by ILO experts |
| Annex 5 | Interview questionnaires used by ILO experts |
| Annex 6 | Telephone poll methodology |
| Annex 7 | Temporary procedure for the organization of non-governmental cotton command units to mobilize unemployed people to cotton picking and motivate them in order to ensure the timely cotton harvesting in 2017 |
| Annex 8 | Applied SKWRMIP research note |
| Annex 9 | List of acronyms |

Annex 1: ILO Press Release on 12 December 2017

Uzbekistan ends systematic use of child labour and takes measures to end forced labour

An ILO team monitoring the cotton harvest in Uzbekistan has found that child labour is no longer systematically used and that measures are being taken to end the use of forced labour. These conclusions were discussed at a roundtable in Tashkent.

GENEVA (ILO News) – Monitors from the International Labour Organization (ILO) have found that the systematic use of child labour in Uzbekistan's cotton harvest has come to an end over the past few years and that concrete measures to completely end the use of forced labour are being implemented.

These conclusions were discussed at a roundtable in Tashkent on 30 November 2017. The roundtable was attended by members of the Uzbek Coordination Council on Child Labour and Forced Labour, including government representatives, employers and trade unions of Uzbekistan, the development partners, diplomatic representatives, the ILO and the World Bank. The findings will be formally presented to the World Bank in a report, which will be released in early 2018.

The most compelling signals of change were given by the President of Uzbekistan, Shavkat Mirziyoyev, in his speech at the General Assembly of the United Nations in September, and by the subsequent measures taken nationally to implement a policy of voluntary recruitment for the cotton harvest. Uzbekistan also pledged to engage with independent civil society groups at the IV Global Conference on the Sustained Eradication of Child Labour, held in Argentina on November 14–16, 2017, and meetings with the civil society activists already took place prior to the Roundtable.

During the harvest, the ILO experts carried out 3,000 unaccompanied interviews with cotton pickers and others involved in the harvest in all provinces of the country. This covered local authorities, and education and medical personnel. In addition, a telephone poll of 1,000 randomly selected persons was conducted. Before the harvest, the ILO experts organized training for some 6,300 people directly involved with the recruitment of cotton pickers.

The results confirm that there is a high level of awareness of the unacceptability of both child and forced labour. There is no systematic use of child labour, and instructions have been given and measures undertaken to ensure that all recruitment of cotton pickers is on a voluntary basis. Certain risk groups (students, education and medical personnel) were withdrawn from the harvest at its early stage.

The picture emerging to the monitors was one of intensifying efforts to ensure voluntary recruitment. The monitoring and assessment confirms that the large majority of cotton pickers engage voluntarily in the annual harvest. They have received wages which have been increased this year in line with recommendations by the ILO and the World Bank. Furthermore, productivity was comparable to previous harvests."

Some of the issues observed at the local level show that there is a need for further awareness raising and capacity building, which varies somewhat between provinces and districts. All those involved in recruitment should have the information and tools needed to ensure that cotton pickers are engaged in conformity with international labour standards.

The prohibition of any forced recruitment of students or education and medical personnel appears to be well known. Among the issues observed at the local level, the pattern of requesting various fees for replacement pickers has not yet been eliminated. In the immediate future, it is important to make sure that no recruiter should ask for such payments, and that no one should feel obliged to make them.

The Feedback Mechanism is getting to be better known and used, and a certain number of cases reported to it have been solved. It is important to develop this mechanism so that it is accessible and can react in a timely fashion to different issues raised, ranging from immediate problems to specific violations which call for institutional and judicial follow-up.

The 2017 cotton harvest took place in the context of increased transparency and dialogue. This has encompassed all groups of civil society, including critical voices of individual activists. This is an encouraging sign for the future. An all-inclusive exchange of information creates a solid basis for employment and labour market policies not only in agriculture but throughout the economy.

http://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_613562/lang--en/index.htm

Annex 2: Extract from Uzbek media on how the ILO press release and key findings were covered

Узбекистан покончил с детским трудом на сборе хлопка — МОТ

Международная организация труда подтвердила, что Узбекистан прекратил систематическое использование детского труда на хлопковых полях.



Вчера, 08:42 Политика

В Узбекистане прекращено систематическое использование детского труда на сборе хлопка, и власти намерены положить конец любым формам принудительного труда. В этом убедились эксперты Международной организации труда (МОТ), сообщает Центр новостей ООН.

По их данным, в обществе растет осознание неприемлемости принуждения к труду, особенно когда речь идет о детях. В МОТ отметили, что сбор урожая в этом году проходил в обстановке прозрачности и диалога, в том числе с гражданским обществом.

Представители МОТ побеседовали один на один с 3000 сборщиков хлопка по всей стране, представителями местных властей, педагогами и медиками. Кроме того, они обзвонили еще 1000 человек.

Выяснилось, что власти покончили с практикой систематического принуждения детей к сбору хлопка и дали указания привлекать людей к этой работе только на добровольной основе. Они

запретили принуждать к сбору хлопка школьников, студентов, учителей и медицинских работников. Те же, кто добровольно вызвался собирать урожай, в этом году получили повышенную зарплату — в соответствии с рекомендациями МОТ и Всемирного банка.

Еще до начала страды эксперты МОТ провели обучающие мероприятия для 6300 работодателей. В ходе исследования выяснилось, что в целом люди понимают, насколько неприемлем принудительный труд, однако просветительскую работу нужно продолжать, считают в МОТ. Например, в некоторых районах работодатели требуют денежной компенсации за потерю бесплатных работников, что, по мнению представителей МОТ, неприемлемо.

«Наиболее убедительным сигналом грядущих перемен стало выступление Президента Узбекистана Шавката Мирзиёева на Генеральной Ассамблее ООН в Нью-Йорке в сентябре, а также последующие меры по осуществлению политики добровольного участия в сборе хлопка, которые были приняты на национальном уровне», — говорится в пресс-релизе МОТ.

В ноябре на Глобальной конференции по ликвидации детского труда в Аргентине власти Узбекистана обязались сотрудничать с гражданским обществом в этой сфере. С тех пор уже состоялось несколько встреч с гражданскими активистами.

<https://www.gazeta.uz/ru/2017/12/13/cotton/>

Annex 3: List of ILO experts

The following ILO experts conducted pre-harvest and harvest assessments

1. Svetlana Egorova
2. Wiking Husberg
3. Jana Costachi
4. Oxana Gerasimova
5. Lalaina Razafindrakoto
6. Giselle Mitton
7. Harri Taliga
8. Siân Parkinson
9. Roman Litvyakov
10. Gesche Karrenbrock
11. Oxana Lipcanu

Annex 4: Districts covered by ILO experts

1. **Tashkent:** Angren city and Bekabad, Buka, Qibray, Oqqurgan, Piskent, Quyi Chirchiq, Ota Chirchiq, Yukori Chirchiq Districts;
2. **Fergana:** Fergana city, Kokand city; and Altyariq, Baghdad, Beshariq, Dangara, Furqat, Kuva, Qo'shtepa, Uzbekistan and Yozyovan
3. **Kashkadarya:** Karshi city; and Guzar, Karshi, Koson, Myrishkor, Muborak, Nishon Districts;
4. **Sirdarya:** Gulistan city; Akaltin, Bayaut, Khavast, Mirzaabad and Sardob Districts;
5. **Navoi:** Navoi city and Karmana, Kyzyltepa, Khatyrchi, Navbakhor districts;
6. **Samarkand:** Samarkand City and Jomboy, Oqdarya, Payariq, Pastdargom, Samarkand, Urgut districts;
7. **Djizak:** Djizak city and Dustlik, Gallaorol, Djizak, Pakhtakor, Zaamin districts;
8. **Surkhandarya:** Termez city and Angor, Jakurghon, Muzrabot, Sherobod, Kizirik districts;
9. **Andijan:** Andijan city and Baliqchi, Boz, Oltinkol, Shakhrihon, Ulugnor districts;
10. **Karakalpakstan:** Nukus city and Beruniy, Shimbay, Ellikqala, Qanliko'l, Shumanay, To'rtkul districts;
11. **Khorrazm:** Urgench City and Khazarasp, Khanka, Kushkupir, Urgench, Kiva districts;
12. **Bukhara:** Bukhara City and Bukhara, Alat, Gijduvon, Karaulbazar, Karakul, Shafirkan, Kagan Districts;
13. **Namangan:** Namangan City and Namangan, Uychi, Turakagan, Minbuloq, Chortok districts.

Annex 5: Interview questionnaires used by ILO experts

QUESTIONNAIRE NO _____ FOR COTTON PICKER

INSTRUCTION FOR THE EXPERT

- Cotton picker – see Glossary in «Design of approaches in monitoring »
- Select those who look younger
- Number "Questionnaire No. _____" as #1, #2, #3, etc.
- Read aloud only **bold text**;
- **Underline words must be pronounced and emphasized by intonation**;
- Do not read other text aloud. These are either options for the expected answers, OR INSTRUCTIONS FOR YOU;
- Questions should be set in the order of numbers in the first column - 1, 2, 3 and on, unless you see the > sign, it indicates to which question you should move. For example, > 21 means go to question number 21;
- If the question does not specify how many answers should be marked - this means that only one answer allowed;
- The answer code "N / A" means – either there is not any of the question, or refusal of answer or difficulty in answering
- If the answer to the question does not coincide with the answers in the last column - write the answer in the fields of the questionnaire or on top of the answer text;
- Regardless of the interview result fill in a) the passport of the questionnaire on the last page and b) a separate form "INTERVIEW RESULT "

INTRODUCTION

My name is _____. I work at _____ I and my staff hold talks and fill out anonymous questionnaires in the regions of Uzbekistan with representatives of various organizations.

These interviews are legal and conducted based on agreement between Ministry of Labour, Chamber of Commerce and Industry and Federation of Trade Unions of Uzbekistan on the one hand and on the other hand - the International Labour Organization.

Here is the document that confirms this (HANDLE SUPPORT LETTER).

Anonymous questionnaires are filled with answers from thousands of people like you. Therefore, even if you want I can not specify your name and surname. And the results of the questionnaires will be presented as % of respondent answers.

1.	Do you agree to answer questions about your participation in cotton harvesting this year? The questions will take about 15 minutes.		1=Yes 2=No 3=Does not pick cotton > QUESTIONNAIRE «NON-PICKER»
2.	GENDER		1=Female 2=Male
3.	How old are you (full years)?	_____ years 99=N/A	
4.	Outside of cotton picking do you work to earn income, or study?	1=Works 2=Studies >7 3=Dopes not work/study >8 4=Retiree/disabled>8 5= Busy in the household >8 Other: WRITE _____ 9=N/A >8	
5.	Where do you work outside cotton picking?	1=Farm 2=Healthcare 3=Education 4= Municipal utility company or state enterprise 5=Private company (LLC, JC, FE etc.) 5=State authority (khokimiyat, regional healthcare authority, public education department and so on) Other: WRITE _____ >10 99=N/A >10	
6.	What are you, what's your position?	1 = Teacher, etc. 2 = Nurse 3 = Doctor 4 = Specialist / employee 5 = Security guard, cleaner, nurse, etc. 6 = Worker Other: WRITE _____ 99=N/A	
7.	Where do your study?	1=College 2=University 3=Schfwriool 4=Other 9=N/A	
8.	How many days have you been picking cotton, including today?	_____ days	99=N/A
9.	Approximately, how many days do you plan to work on cotton harvesting, including working days?	_____ days	99=N/A
10.	Have you worked on <u>work days / school days</u> at least one day, or <u>on weekends</u> ?	1= Work days / school days 2=Weekends 3=Both work days / school days and weekends 9=N/A	
11.	On average, how many hours a day did you work to pick cotton?	____ hrs/day	9=N/A

12.	On the same days, apart from picking cotton, <u>on average, how many hours per day, did you work or study at the main job place?</u>	_____ hrs/day worked or studied 99=did not work/study, but had to 98=did not have to work/study > 14	
13.	And if there was no cotton picking, how many hours / day did you usually have to work / study?	_____ hrs/day 99=N/A	
14.	Basically, why did you work more than 8 hours a day?	1 = To earn more money 2 = To follow-up on instruction 3 = To work like others 4 = To reach minimum quota of work 5 = To receive award, gifts 6 = Waited for weighing the collected cotton 7 = Transportation took a lot of time 8 = To be useful to the country / people OTHER: _____ WRITE _____ 99 = N / A	
15.	How many days have you been <u>partially or completely diverted</u> to pick cotton from normal work or school?	_____ days 98=not diverted 99= N/A	
16.	Who received or will receive your earnings - you personally or someone else? If someone else – did/will he pass your earnings to you?	1 = Myself 2 = The one who called me for work will pass me 3 = My manager will pass me 4 = Relative / friend 8 = No one will not / does not receive 9 = N / A	
17.	Basically, why did you work more than 8 hours a day?	1 = To earn more money 2 = To follow-up on instruction 3 = To work like others 4 = To reach minimum quota of work 5 = To receive award, gifts 6 = Waited for weighing the collected cotton 7 = Transportation took a lot of time 8 = To be useful to the country / people OTHER: WRITE _____ 99 = N / A	
18.	How much in sums will you get per kg of cotton harvested today?	_____ sums 9=N/A	
19.	Approximately, what share of your household's income will make up your income from the work on cotton harvesting during the same cotton picking period?	_____ % 998=0% 999=N/A	

20.	Choose the statement that best describes standard of living of your HH?	1 = Insufficient income even for food 2 = Income sufficient for food, but not for utilities 3 = Income sufficient for grocery, utilities, but not to purchase, for example, a new refrigerator 3 = Income sufficient for grocery, utilities, refrigerator, but not to buy a new car 5 = Income sufficient for everything, including purchase of a new car 9 = N / A
21.	For at least one day, did you eat or consume water NOT at your own expense while working on cotton harvesting?	1=Yes 2=No>23 9=N/A> 23
22.	The quality of NOT your meals and water was generally "good", "satisfactory" or "bad"?	1= good 2= satisfactory 3= bad 9= N/A
23.	Did you use transport for a trip to pick cotton at least once?	1=Yes 2=No>25 9=N/A> 25
24.	The facilities and safety of transport were "Good", "satisfactory" or "bad"?	1= good 2= satisfactory 3= bad 9= N/A
25.	During cotton picking, did you have any injuries, harm to physical or mental health?	1 = Harm to physical health 2 = Harm to mental health 3 = Both of them 9 = No> 28
26.	Did you appeal / receive medical or psychological help?	1 = Appeared and received 2 = Appealed, NOT received> 28 3 = Did not appeal/ did not need> 28 9 = N / A> 28
27.	Did you pay for this?	1=Yes 2=No 9=N/A
28.	To pick cotton - did you sign any contract or did you have a verbal agreement, for example, on the number of days and hours, on payment and working conditions, etc.?	1 = Signed contract 2 = Verbal agreement 3 = Both signed and verbal agreement 4 = No contract> 30 9=N/A> 30

29.	With whom did you sign this agreement?	1 = With management of my organization 2 = With management of the Mahalla 3 = With farmer / farmer's representative 4 = With person whom I replaced 5 = With those who formed a brigade of job seekers OTHER _____ 99 = N / A _____ 99=N/A	
30.	In addition to the agreement - did you sign any other paper on your consent to pick cotton?	1=Yes 2=No 9=N/A	
31.	Did you find work on picking cotton on your own or did someone call you?	1=Someone called me 2=Found on my own >33 3=Both found myself and someone called>33 9=N/A	
32.	Who mainly called you to pick cotton?	1 = Management of your organization 2 = Management of mahalla 3 = Farmer / his representatives 4 = Family member, friends 5 = Who wanted to replace him/herself 6 = Who formed brigade from job seekers 7 = Representatives of the khokimiyat, authorities Other: WRITE _____ 99=N/A	
33.	Remember and name 1 main reason - why did you work on picking cotton?	1 = Get income / earnings 2 = Not to spoil relations with those who called 3 = Fear of management on main job / in school 5 = There was no money for substitution 6 = Not to lose salary / part of it at main work 7 = Not to lose job/ study 8 = Did not want to reduce other incomes 9 = To have a right for social benefit 10 = Just followed the order 11 = Not to spoil relations with colleagues 12 = To be useful to the mahalla, country 13 = To help to a relative, friend 14 = Replaced someone for free OTHER: WRITE _____ 99=N/A	
34.	Did anyone tell you that if you refuse to	be fired / expelled from school	1=Yes 2=No 9=N/A
35.		lose salaries / scholarships or part of it	1=Yes 2=No 9=N/A
36.		lose the right to social benefits	1=Yes 2=No 9=N/A

37.	go pick cotton, then you may:	be forced to pay to replace yourself with someone 1=Yes 2=No 9=N/A
38.	IF IN QUESTIONS 34-37 ALL ANSWERS ARE "NO"> 40	
39.	If no name, who told you this?	1 = Management of your organization 2 = Management of mahalla 3 = Relative/firend 4 = Who wanted to replace him/herself 5 = Representatives of the khokimiyat, authorities 6 = No one, I assumed so Other: _____ 98=No one said 99=N/A
40.	Do you know that according to the Law no one has the right to force you to work? 1=Yes 2=No
41.		... you can stop picking cotton at any time, if you do not have to pay a penalty according to terms of the labour contract? 1=Yes 2=No
42.		... you do not have to pay money to replace yourself with someone else Вы не должны платить деньги за замену себя кем-то, unless otherwise provided by the labour contract? 1=Yes 2=No
43.	In 2017, have you paid for replacing yourself with someone on cotton picking at least once?	1=Yes 2=No 9=N/A
44.	What could you or had to do to be freed from cotton picking?	1 = Just inform senior person / brigade leader on the field 2 = Ask for permission from the senior person / brigade leader 3 = Present medical certificate of exemption 4 = Due to urgent personal or family circumstances 5 = Could just refuse Other _____ 9 = N / A

45.	Why did some people pick cotton involuntarily? UP TO 3 ANSWERS	1 = Not to spoil relationship with those who called 2 = Not to lose job / study 3 = Fear of management at the main job / in school 4 = No money for substitution 5 = Not to lose salary / its part at work 6 = To have a right to social benefit 7 = Just followed the order 8 = Not to spoil relations with colleagues OTHER: WRITE _____ 99 = N / A
46.	Have you seen or heard any reports that children and adults have the right to refuse to pick cotton?	1=Yes 2=No>48 9=N/A>48
47.	Where and in what messages did you see or hear it?	1 = Leaflets / posters 2 = TV 3 = Newspapers, magazines 4 = Representative of the Mahalla 5 = Farmers 6 = Relatives, friends 7 = Internet 8 = From the representative of the khokimiyat, other authority Other: WRITE _____ 99 = N / A
48.	Do you know where to complaint if you are called for cotton picking involuntarily?	1=Yes 2=No>50 9=N/A>50
49.	Do you know that there is a hotline where you can call if you are asked to pick cotton involuntarily?	1=Yes 2=No 9=N/A
50.	Did you tell anyone that you are called to pick cotton, but you do not you want to go?	1=Yes 2=No>53 9=N/A>53
51.	Whom mainly did you tell?	1 = Management of your organization 2 = Management of the Mahalla 3 = Relatives / friends 4 = Farmer / his/her representatives 5 = A person who wanted to be replaced 6 = Trade union 7 = Law enforcement agency 8 = Khokimiyat, other authorities Other: WRITE _____ 998=N/A
52.	Did you get help from ONE OF THE ANSWERS ABOVE to reject cotton picking?	1=Yes2=No 9=N/A

53.	Where basically did you spend night during cotton harvesting – at home, at relatives' / friends' places or near the field like other workers, or in another place? re?	1=At home, at relatives' / friends' places >55 2= near the field like others 3=In another place
54.	Were facilities and safety of the overnight stay place good, satisfactory or bad?	1=good 2= satisfactory 3=bad 9= N/A
55.	IF THE AGE OF THE PICKER IS VISUALLY LESS THAN 18 YEARS, CALL ANYONE NEARBY AND ASK - "How old is the respondent?" - OR ASK THE DOCUMENT CONFIRMING THE AGE	1=Less than 18 2=18 years or more 3=No one nearby /no document available >62
56.	SOURCE OF INFORMATION ABOUT THE AGE	1 = Identity document 2 = statement of the child 3 = Statement of another picker 4 = Statement of the employer Another source WRITE _____ 99 = No source > 62
57.	WHAT MEASURE HAS BEEN TAKEN?	
58.	CHILD REMOVED FROM THE FIELD	1=Yes 2=No
59.	CHILD / PEOPLE AROUND WERE INFORMED ABOUT PROHIBITION OF CHILD LABOUR	1=Yes 2=No
60.	EMPLOYEE OF THE CHILD WAS INFORMED ABOUT PROHIBITION OF CHILD LABOUR	1=Yes 2=No
61.	REPORTED TO AUTHORITIES	1=Yes 2=No

Once again - our conversation is anonymous. If I need to clarify something, can I find out ...

62.	Name without surname	
63.	Mobile phone number	+ 998 ____ No ____ 9=N/A

FILL IN PASSPORT OF QUESTIONNAIRE «INTERVIEW RESULT» TEMPLATE

A. Region	1 = Karakalpakstan 2 = Andijan 3 = Bukhara 4 = Djizak 5 = Kashkadarya 6 = Navoi 7 = Namangan 8 = Samarkand 9 = Surkhandarya 10 = Syrdarya 11 = Tashkent region 12 = Fergana 13 = Khorezm 14 = Tashkent city		
B. District WRITE	_____ Code _____		
C. In urban or rural area?	1=Urban 2=Rural		
D.	15=Citizens' gathering Name _____ 16=Town mahalla Name _____		
E. World Bank Beneficiary?		1= Beneficiary of WB 2=Not beneficiary of WB	
F. Interview date:	A Day _____ Month _____		
G. Interview start time:	A Hours _____ B Minutes _____		
H. Interview end time:	A Hours _____ B Minutes _____		
I. GPS coordinates:	A ____ degrees B ____ minutes C ____ seconds		
J. Planned interview or not	1=Planned 2=Unplanned		
K. Name, surname and code of the expert	_____ Code _____		No. _____

Signature of the expert _____

Not to be filled by expert

L. Controller # _____	M. Encoding	N. Operator # _____	Y. Entry A day _____ B month _____		
		O.	P.	Q.	
		R.	S.	T.	
		U.	V.	W.	

Annex 6: Telephone poll methodology

Aim of the telephone poll

The aim of the telephone poll was to identify the awareness level and practices of the population of Uzbekistan in referring to feedback mechanisms with state authorities and social institutions on issues of employment and work conditions, including employment and work conditions in cotton harvesting in September - October 2017.

Target population group

The target population group was mobile phone users aged 18-50.

Sampling of respondents

The sample size was 800 respondents, the mobile phone users.

The sample size of 800 respondents was determined by using the following formula:

$$n = \frac{z^2 * p * (1-p)}{c^2} * f * NR$$

where: $z=1.96$ with confidence interval = 0.90

p = expected 50% prevalence of key indicator to be measured in the survey (i.e. share of respondents requested to join cotton picking)

c =3% standard error with a confidence interval of 90% (3% relative margin of error of p)

f =2.0 design effect multiplier

NR =2 (50%) non-response multiplier

Prior to the beginning of the field works, these 800 respondents were distributed based on the following criteria: mobile operators and provinces.

Distribution of the interview quota by provinces was done in accordance with the statistical data (as of 01.01.2017) provided by the State Committee of the Republic of Uzbekistan on Statistics.

Table 1. Profile of interviews by quotas for provinces

Provinces	Interviews planned	Interviews conducted	% of interviews	% of population in all ages (01.01 2017)
Karakalpakstan	46	46	5,5	5,9
Andijan	74	82	9,9	8,8
Bukhara	46	47	5,7	5,8
Jizzakh	32	38	4,6	3,9
Kashkadarya	77	73	8,8	9,0
Navoi	24	25	3,0	3,2
Namangan	66	67	8,1	8,0
Samarkand	91	93	11,2	11,1
Sukhandarya	61	61	7,4	7,2
Sirdarya	20	21	2,5	2,6
Tashkent	70	72	8,7	9,5
Fergana	89	91	11,0	11,0
Khorezm	44	45	5,4	5,4
Tashkent city	60	68	8,2	8,5
	800	829	100,0	100,0

As can be seen in the table below, these target 800 respondents were proportionally distributed between mobile operators based on their share of the market and represent around 12,5 million mobile phone users aged from 18 to 50 years.

The number of calls made by each call center operator out of 20 calls (column 4 in the table below) was proportionate to the share of mobile operators (by the shares in the column 3).

The shares of actually completed interviews disaggregated by mobile operators are shown in column 5 and in column 6 - differences or biases in data after comparison are provided in column 3 and 5.

Table 2. Distribution of respondents by mobile operators

1	2	3	4	5	6
Mobile telephones company	Declared telephone users (mln)	Market share by column 2	Number of attempts / calls made by one operator	Resulted interviews from total (829)	Biases between columns 3 and 5
Beeline ¹⁰	9,5	44%	9	55%	+11%
Ucell ¹¹	8,5	40%	8	36%	- 4%
UMS ¹²	2,5	12%	2	7%	- 5%
Uzmobile ¹³	1	5%	1	1%	- 4%
Perfectum ¹⁴	No data	No data	0	1%	No data
Bcero	21,5	100	20	100	

The biases in the column 6 above can be explained by the followings:

1. As of November 2017, the population of the country totaled approximately 30.9 million people [1]. Out of this number, 15.6 million people or 51% of the whole population are aged 18-50. This includes 7.6 million or 49% of male population, and 8.0 million or 51% of female population. These numbers are calculated based on gender and age structure of the population as of 2016 [2]
2. Out of the target population of 15.6 million people, more than 7 million men and 5.5 million women, i.e. 91% and 69% of male and female population respectively, possess mobile phones. This includes 3.9 million men and 2.3 million women in rural areas, which account for 87% and 58% of rural male and female population respectively. [3]
3. The actual gender profile of the poll respondents represents 68% men and 32% women, which partially reflects the structure of mobile phone users described in paragraph 2 above. Thus, the predominance of men among respondents can be explained by the fact that men are more likely to be selected in the sample, and also because women due to cultural specificities (judgment on part of family members and acquaintances) are much more likely to refuse to speak to strangers (call center operators).
4. The mobile operators estimate the number of mobile phones users based on the quantity of SIM cards sold. However, one mobile phone user can have one or two SIM cards or about 16% of all users used services of 2-3 companies. As a consequence, the sample's validity experienced biases between companies.

¹⁰ <http://www.podrobno.uz/cat/tehnep/chislo-abonentov-beeline-v-uzbekistane-prevysilo-9-5-mln-/>

¹¹ <https://www.uzdaily.uz/articles-id-24313.htm>

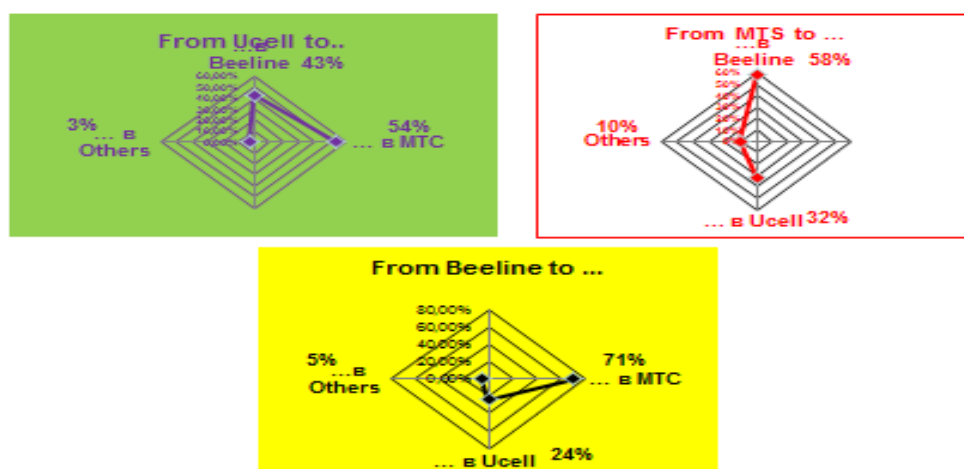
¹² <http://mobinfo.uz/chislo-abonentov-ums-priblizhaetsya-k-2-5-mln.html>

¹³ <http://mobinfo.uz/uzmobile-gsm-podklyuchil-millionnogo-abonenta.html>

¹⁴ www.perfectum.uz/company/about

Picture 1. Distribution of phone owners who used 2-3 companies' services

USERS OF 2 COMPANIES – SELECTION OF SECOND COMPANY



Taking into account these biases in the gender profile, extrapolation and analysis based on gender cannot be valid, and thus is not provided in this report.

Stages of work done

Telephone interviews were conducted from November 6-29, 2017. The following activities were carried out for these interviews:

- 1) Design and translation of questionnaire into state (Uzbek) and Russian languages;
- 2) Pre-test and correction of questionnaire;
- 3) Design of quota sampling;
- 4) Preparation of a programme to enter responses into the database;
- 5) Preparation of instructions for call-center operators;
- 6) Generation of random numbers which are proportional to the number of phone numbers per mobile operators and regions;
- 7) Preparation of workstations and installation of input programmes from point 4 above;
- 8) Training of call-center operators;
- 9) Calls to respondents;
- 10) Quality check of call-center operators through audio recordings;
- 11) Processing of data obtained and analysis of responses to open questions;
- 12) Preparation of summary data and their conversion into Excel and SPSS formats.

The pre-test of questionnaires was held on November 10-12, 2017

Average length of pilot interviews was 8-10 minutes. After pilot interviews were completed, it was suggested to start the poll by first asking the respondent's age, since gender could be determined by voice. This change was introduced to maintain proportions of male and female representation.

Trainings before field work for call-center operators

A total of 12 people participated in the training and work in call-center on a daily basis. All operators were fluent in Uzbek and Russian, and had experience in conducting this type of interviews.

The training was conducted on November 13, 2017. The following was covered during the training:

- Clarification of the strategy and objectives of the study
- Explanation of the specificities of the sample and completion of the questionnaire
- Clarification of terms
- Discussion of each question in the questionnaire
- Mock cross-interviews between participants of the training
- Discussion of test results
- Organization of field work

Call center activities

The call center operated from November 13 - 23 inclusive. The outcomes of the calls completed are presented in the table below, where data is classified by “waves” of call center activities.

The second wave of call center activities was based on outcomes of wave 1, where the proportion of men and women, as well as their responses about participation in cotton harvesting raised doubts. These doubts were based on unexpectedly high proportion of men in effective interviews. Statistics experts of the research center suggested that the number of men was higher due to gender-age quotas in Table 3.

For the second wave, these quotas were abolished, but the proportions of men and women have not changed. The interviewers could not explain this phenomenon, however their assumption was that women refused to speak to strangers on the phone fearing that their spouses and parents might find out about the conversation. This fear can be explained by cultural norms of Uzbeks in limiting women's contacts with strangers.

Further are presented the data in the column Wave 1 (with quotas by gender/age profile), and in the column Wave 2 – without these quotas.

Call-center operators encountered the following difficulties in their work, which are given in the table below.

Table 4. Telephone calls statistics

Results of the telephone calls	Wave 1		Wave 2		Total	
	Quantity	%	Quantity	%	Quantity	%
Completed effective interview	965	18%	314	15%	1279	17%
Respondent asked to call later, but did not answers after 3 attempts	147	3%	67	3%	214	3%
Respondent refused to participate after questions about cotton harvesting	484	9%	143	7%	627	8%
No answer or voice mail after 3 attempts	763	14%	327	16%	1090	14%
Line is busy (3 attempts)	52	1%	4	0%	56	1%
Phone was switched off or mobile phone user was outside of the service area	1731	31%	546	27%	2277	30%
Number does not exist	1020	19%	623	30%	1643	22%
Interviews interrupted by the interviewer after finding out respondents' age <18 and >50 years	340	6%	29	1%	369	5%
Total	5502	100%	2053	100%	7555	100%

The quality check and selection of audio recordings yielded the following results:

Table 5. Outcomes of phone calls to respondents upon quality check of audio recordings

	Wave 1		Wave 2		Total	
	Quantity	%	Quantity	%	Quantity	%
Completed effective interviews	965	100%	314	100%	1279	100%
Violations were identified during quality control and interviews were rejected	21	2%	3	1%	24	2%
Interviews conducted with respondents outside of the target age group (<18 and >50) were rejected	115	13%	11	4%	132	10%
Interviews with respondents of target age 18-50	829	85%	300	96%	1129	88%

Interviews were conducted by 14 call-center operators. Average length of a conversation was 10 minutes.

Table. Number of interviews completed by each call-center operator

	Number of interviews		
	Wave 1	Wave 2	Total
Operator 1	93	20	113
Operator 2	51	4	55
Operator 3	30	11	41
Operator 4	1	0	1
Operator 5	83	32	115
Operator 6	78	35	113
Operator 7	103	40	143
Operator 8	65	40	105
Operator 9	99	38	137
Operator 10	77	0	77
Operator 11	59	36	95
Operator 12	81	35	116
Operator 13	100	20	120
Operator 14	22	0	22

Quality check of call-center operators' activities

The quality check of the interviews conducted by call-center operators was done by checking audio recordings of 20% of interviews.

Annex 7: Temporary procedure

APPROVED by
The Prime Minister of
The Republic of Uzbekistan
September 12, 2017

MINUTES of the Meeting of the Republican Committee on Enhancing Economic Reforms in Agriculture

Agenda:

on measures to ensure the timely payment to cotton pickers and financial incentives team leaders of cotton pickers

Annex 4 to the Minutes of the Meeting #01-03/1-211 of September 12, 2017 of the Republican Committee for Enhancing Economic Reforms in Agriculture.

TEMPORARY PROCEDURE

for the organization of non-governmental cotton command units to mobilize unemployed people to cotton picking and motivate them in order to ensure the timely cotton harvesting in 2017

This temporary procedure determines the organization of non-governmental cotton command units to mobilize unemployed people to cotton picking and motivate them in order to ensure the timely cotton harvesting in 2017.

- I. **The procedure to organize non-governmental command units (NGCU) in provinces and districts**
 1. Regional and district **NGCUs** will be organized under the leadership of Deputies Khokims on women's affairs of provinces and districts to mobilize unemployed people to cotton harvesting.
 2. Regional NGCU include **in accordance with Annex 1:**
 - chairmen of regional branches of the Nuroniy Foundation, Mahalla Non-Governmental Charity Fund, regional branch of the Youth Union, Trade Union,
 - Responsible officer from the regional department of internal affairs,
 - chairmen of the regional employment office, regional post office

- Imam Khatib¹⁵ of the region.

The Deputy Regional Khokim – Chair of the Regional Women Committee Branch – leads the regional NGCU and is ex-officio the Deputy Chair of the Regional Cotton NGCU.

3. District NGCU are also organized and include:

- chairmen of district branches of the Nuroniy Foundation, Mahalla Non-Governmental Charity Fund, Youth Union, Trade Union,
- Responsible officer from the district department of internal affairs,
- chairmen of the district employment office, district post office
- Imam Khatib of the district.

The Deputy District Khokim – Chair of the District Women Committee Branch – leads the district NGCU and is ex-officio the Deputy Chair of the District NGCU.

4. **According to Annex 2**, two groups of active members are formed in every mahalla that consist of 10-15 volunteers as part of the District NGCU to visit every house and make the list of cotton pickers.

The active members of mahalla include the chairmen of the assemblies of citizens, their secretaries, religious advisers, public order defenders, head of the village's medical office, site inspectors, imam khatibs, respected elderly who have travelled for Khadj¹⁶.

II. Responsibilities of the Regional NGCU

5. The Regional NGCU coordinates the activities of District NGCUs during cotton harvest and defines the responsibilities of each NGCU member and monitors their execution.
6. To report on a daily basis to the **Regional Pakhta-shtab (Cotton Command Unit – CCU)** about daily participation of unemployed people included into the Plan in cotton harvesting across the province.
7. Together with District NGCU members organizes the efficient work of harvesting teams established on sites, in particular, closely monitors team leaders and alternate team leaders and based on harvesting tactics ensures the adequate participation of pickers' teams at full strength until the end of harvest.

Implements on-site monitoring of members of District NGCUs and members of groups of volunteers on a daily basis and takes every action to urgently solve any issues that may arise.

8. Together with khokims of districts where cotton is grown, ensures the creation of all necessary conditions including accommodation for the members of NGCUs formed in districts where horticulture products are grown and involved into cotton harvest, as well as for the members of groups of volunteers and teams of unemployed people.
9. Provides incentives to the members of District NGCUs and groups of volunteers actively involved in cotton harvesting on a systematic basis.

¹⁵ Religious leader in charge of large Friday prayer

¹⁶ Pilgrimage to Mecca

10. In order to provide all kind of support to cotton harvest campaign, a designated account will be opened at the **regional department of the Mahalla Non-Governmental Fund** to incentivize the members of NGCUs and groups of volunteers, and ensures the targeted use of funds and valuable gifts allocated to the cotton harvest campaign by the relevant republican ministries and agencies that act as sponsors as well as regional organizations.
11. Together with the **district pakhta-shtab** selects the candidates to be incentivized among the active volunteers and best pickers of the cotton harvest campaign across the province and organizes the process of payment of wages and presenting valuable gifts.

III. Responsibilities of District NGCU

12. The District NGCU forms 2 groups of volunteers at each Rural Assembly of Citizens and defines their daily duties and monitors their implementation.

Thus, it ensures the participation at full strength of the unemployed people planned to be involved in cotton harvesting as part of team of pickers until the end of cotton harvest. Also, it will give the names of team pickers separately one by one (20-30 people) to the members of established Group of volunteers.

13. The District NGCU obtains information on the number of pickers that are unemployed and involved in daily cotton picking in the district, the volume of cotton picked by them and the average volume of cotton picked by person from the Group of volunteers and team leaders and provides it **to the District Pakhta-shtab by 8 pm on a daily basis.**
14. The District NGCU analyses the work done by the Group of Volunteers, provides practical assistance to them and takes every action to promptly address all issues that may arise.
15. The District NGCU motivates the members of the Group of volunteers and best pickers that participate in cotton harvest through payment of wages and presenting of valuable gifts **at the end of each week.**

Therefore, the District NGCU opens a designated account at the **district department of the Mahalla Non-Governmental Fund** and ensures the targeted use of funds allocated to the cotton harvest campaign by the relevant regional enterprises and agencies that act as sponsors as well as district organizations.

IV. Responsibilities of the Group of Volunteers established at the Rural Assembly of Citizens

16. The Groups of volunteers visit every house in the assigned territory, converse with able-bodied citizens in each household and advocate for the importance of cotton harvest, explain that cotton picking is an opportunity to improve livelihood of the household, and that participation in cotton harvest is the duty of each citizen.
17. The Group will mobilize at least 50-60 percent of able-bodies citizens of the territory to cotton harvest, forms teams of pickers and participate in electing their experienced respected team leader, also makes arrangements for daily participation of pickers.
18. The Group monitors the process of concluding seasonal labour contracts between pickers that are part of team composed of unemployed people and team leaders and ensures the participation of the pickers in the team at full strength until the end of cotton harvest.
19. The members of the Group of volunteers will transfer the pickers they are in charge of (20-30 unemployed people) to the team leaders **by 7 am daily**, checking the name of each picker.

The members of the Group of volunteers **after 7 am** will go to the house of pickers that did not show, check the reasons, ensure their participation in the harvest. Also, every day from 8 am till noon and from 2 pm till 4 pm they will visit houses in the mahalla.

20. The Group will send its proposals to District NGCU on incentivizing good pickers and team leaders on the permanent basis.

21. The Group arranges for prompt implementation of assignments given by regional and district **NGCUs**, and provides daily report on the number of pickers from among unemployed people that participated in cotton harvesting, the volume of cotton picked by them.

V. Arrangements for incentivizing the members of NGCUs and Group of Volunteers, and team leaders that actively participated in mobilizing unemployed people to cotton harvest, as well as for motivating best cotton pickers

22. Incentivizing of the members of NGCUs, Group of Volunteers, and team leaders that actively participated in mobilizing unemployed people to cotton harvest 2017, as well as motivation of best cotton pickers are arranged on a **centralized** basis.

23. Aiming at incentivizing the pickers involved in cotton harvest on the regional and district levels, **all funds and valuable gifts are to be sent to the Mahalla Non-Governmental Fund only.**

24. The regional and district NGCUs as well the heads of district Pakhta-shtabs will be responsible for the targeted use of funds and valuable gifts received by regional and district branches of the Mahalla Non-Governmental Fund.

The members of the Group of Volunteers (*the chairmen of the assemblies of citizens, their secretaries, religious advisers, public order defenders, head of the village's medical office, site inspectors, imam khatibs, principles of colleges and schools, respected elderly who have travelled for Khadj*) that mobilized unemployed people for cotton harvesting according to the Plan, and fulfilled the harvest timeline on a permanent basis are motivated through receiving **the amount of 200,000 UZS** at the end of each week, according to the account book.

25. The following competitions are organized in coordination with the regional and district Pakhta-shtabs to distribute the proceeds received by the Non-Governmental Fund Mahalla:

- **The Group of active volunteers that mobilized most of unemployed people**
- **The most active Aqsaqal¹⁷ of mahalla**
- **Committed site Inspector**
- **Team leader that over-implemented the contracting plan**
- **Best picker of the detachment**

26. The above competitions are held weekly and the Groups of volunteers, all team leaders and pickers are advised who is the winner by the NGCUs.

The competitions are **organized by the NGCU and the winners** get the awards in the form of cash or valuable gifts from the Mahalla Non-Governmental Fund.

¹⁷ Elderly most respected wise man, literally translated as 'White bear'

27. The prizes are given to winners of the competitions by the head of district pakhta-shtab, members of NGCU and in the presence of the public, also announced in the Mass Media.

Final rules

28. All proceeds and valuable gifts transferred to the Mahalla Non-Governmental Fund by the sponsors are awarded to the most active participants of the Cotton Harvest 2017 based on the Decision of the NGCU.
29. The present Temporary Procedure is valid during the Cotton Harvest 2017 and all funds and valuable gifts received from the sponsors by the Mahalla Non-Governmental Fund should be fully utilized.

Annex 8: Applied SKWRMIP research note

Applied Research of Recruitment Practices and Mechanization of Cotton Harvesting in Covering Project Areas of the SKWRMIP in 2017

Methodology

The Government of Uzbekistan (GoU) has defined accelerated mechanization of cotton production as a priority to further develop the agricultural sector, in particular in cotton production. The objective is to achieve 70 percent of the cotton harvest by 2020. The World Bank, especially through the South Karakalpakstan Water Resource Management Improvement Project (SKWRMIP), support this agenda as way to reduce the need of large scale mobilization of cotton pickers and thus to mitigate the risk of forced labor. During the 2015 cropping season, 194 mechanical harvesters were delivered by GoU to the project areas (78 in Ellikkala, 72 in Berunyi and 44 in Turtkul). The actual use of these harvesters has been lower than anticipated with less than less than 5% of the cotton fields in 3 districts mechanically harvested in 2015 and 2016.

The World Bank and ILO collaborated to conduct a study on mechanization, recruitment practices and decent work conditions for cotton pickers in SKWRMIP districts of South Karakalpakstan in August-November 2017. The study aimed at: (i) precisely assessing the utilization of harvesters in the three SK Districts; (iii) analyzing farmers' decisions in opting for mechanization or not; (iii) analyzing barriers and constraints affecting the use of harvesters by farmers as compared to hand picking; and (iv) analyzing farmers' labor recruitment practices for cotton hand-picking.

Map 1. Location of SKWRMIP districts on the map of Karakalpakstan



Source: World Bank/ILO team

The study was conducted in two phases before and during the 2017 cotton harvest allowing assessment and monitoring of the effect of the most recent policy initiatives concerning mechanization and labour recruitment. In total, about 520 respondents from target districts took part in the research. The monitoring activities were based on a mixed-method design that combines a representative survey of farmers, qualitative research with key stakeholders, and spatial analysis.

Table 1. Summary of Research Phases

Phase I July-Aug, 2017	Phase II Sept-Nov, 2017
15 FGDs (farmers and pickers) 55 KIIs with major stakeholders Geo-referenced data 3 roundtables to present and discuss preliminary results	Representative survey of cotton farmers (N=284) 60 KIIs with major stakeholders Presentations of study results and recommendations to state and regional level stakeholders

Multiple data sources aimed at increasing the validity of the assessment, with each method serving a different purpose within the overall assessment design. Key Informant Interviews (KIIs) with state officials and key stakeholders were aimed at discussing and developing strategies to increase the proportion of mechanized harvests and to minimize the risks of forced labor being used during the 2017 cotton harvest. Spatial analysis and a representative survey of cotton farmers were intended to provide quantitative evidence of the distribution of cotton mechanization, the influence of various agro-ecological parameters (soil quality, water availability, cotton field size, etc.), and socioeconomic characteristics (distance to settlements and ginnery, population density, road accessibility, etc.). In addition, the analysis allowed the development of a typology of farms with the highest potential for mechanization and risk of forced labor, and allowed the preparation of a list of farms fitting this typology in SKWRMIP districts.

The findings were strengthened by a series of discussions with national and regional counterparts. Results of the first phase of the study were presented at three roundtables with administration and major stakeholders in target districts before the cotton harvest season of 2017. More than 120 participants including farmers, community leaders, representatives of district administration, labour unions, and ginning plants took part in the workshops. The workshops were focused on presenting the main barriers to and difficulties experienced by farmers with mechanization, on the recruitment of pickers in previous seasons, and on developing recommendations for improved strategies for applying mechanization and recruiting seasonal labour during the upcoming harvest. Results of both phases were presented to national stakeholders at a roundtable held in Tashkent in November 2017 and to regional stakeholders in a workshop conducted in South Karakalpakstan in February 2018.

Annex 9: List of acronyms

AP	Action Plan
CCIU	Chamber of Commerce and Industry of Uzbekistan
CEACR	Committee of Experts on the Application of Conventions and Recommendations
CSSE	Centre for Secondary Specialised Education
FBM	Feedback mechanism
FC	Farmers' Council
FTUU	Federation of Trade Unions of Uzbekistan
HDP	Horticulture Development Project
ILO	International Labour Organization/ Office
GPE	Improving General Secondary and Pre-School Education Project
LI	Labour Inspection
MAWR	Ministry of Agriculture and Water Resources
MH	Ministry of Health
MHSSE	Ministry of Higher and Secondary Specialised Education
MF	Mahalla Fund
ML	Ministry of Labour
MPE	Ministry of Public Education
RESP	Rural Enterprise Support Project (RESP II, including RESP II Additional Financing)
TPM	Third Party Monitoring
SKWRIP	South Karakalpakstan Water Resource Improvement Project
WB	World Bank
WUA	Water Users' Association