



“Field Work Never Ends For Us”

**Forced Labor in Cotton Spring Fieldwork
in Uzbekistan in 2017**

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Key Findings in World Bank South Karakalpakstan Project Area



● Farming areas comprised of several farms of varying sizes

● District administrative centers

● South Karakalpakstan Water Resources Management Improvement Area

In the farming areas indicated, the Uzbek-German Forum found:

- Public sector workers, including health and education workers, forced to weed cotton fields and do other fieldwork in spring 2017 for no pay and under threat of penalty, usually dismissal
- *Mahalla* council employees forced each family receiving welfare or child benefits to send one family member to work in the cotton fields in spring 2017 or lose benefits
- Public sector employees and people receiving benefits from Guldursun, Sarabi, and Ellikkala were sent to work in the cotton fields in Borlitau, a remote farming area with little local population

Turtkul district:

- Children missed school to work as replacement workers for adults required to work in May 2017
- Children sent to work in fields in Qumbosgan by *mahalla* council in June 2017
- Uzbek-German Forum observed young children working in two fields in Qumbosgan in June 2017

I've been a [public health] employee in Zhaladuk district for 20 years. But we mostly work in the fields. Fieldwork never ends for us. Even in the winter when the farmers are resting, we collect manure for the fields....And now we are going to the fields [to weed].
–Uzbek-German Forum interview with medical worker, Zhalakuduk district, Andijan region,
May 15, 2017

Summary

Spring fieldwork, which includes preparing fields for planting, planting cotton, thinning plants, and weeding, mostly carried out manually, is an integral and labor-intensive part of cotton production. It begins in late April or early May and lasts about two months. The government, which centrally controls cotton production, imposes oversight over production to regional and local hokims. These officials, who bear responsibility to deliver quotas, in turn required public sector employees, including health and education workers, people receiving public benefits, employees of some private and public enterprises, and some students, to work in the cotton fields for days or weeks in spring 2017. Workers are mobilized under threats of penalty for refusal, which include dismissal from employment, loss of salary or financial penalty, loss of welfare or child benefits, or expulsion from university. The Uzbek-German Forum also found forced labor as well as several instances of child labor in the districts in Karakalpakstan where the World Bank is implementing an irrigation project.

People did not receive any payment for spring fieldwork unless they were hired as replacement workers by people required to work or directly by institutions to fulfill their weeding quota. Public sector employees said that spring fieldwork had a negative effect on healthcare and education because so many educators and medical workers were in the fields during the spring fieldwork season. People consistently emphasized that they did not trust the complaints mechanisms established by the government under its agreement with the World Bank or other government mechanisms because it was the government that forced them to work. They said they feared reprisals for complaining and some people reported that their supervisors explicitly warned them against complaining. They also said that the government's public awareness campaigns about forced labor were undermined by local officials continuing to order mobilization of public sector employees and others as well as references to fieldwork as community service.

Background

Spring fieldwork in cotton production includes preparing fields for planting, planting cotton, thinning plants, weeding, and performing other field work, such as aerating the roots of plants, removing plastic film from rows of plants, and removing worms and pests. Although this work is an integral part of cotton production, is generally unpaid, and relies heavily on forced labor, it is not included in national monitoring efforts or in monitoring conducted by the International Labour Organization (ILO) under its agreement with the World Bank.

The World Bank Group has invested more than \$500 million in projects that benefit the agricultural sector in Uzbekistan. In response to concerns over forced and child labor linked to World Bank projects, the World Bank agreed to measures which mitigate the risk of forced and child labor linked to its existing and proposed projects.¹ The enacted measures include requiring the government and sub-loan beneficiaries to comply with applicable labor laws and regulations, incorporating these into training materials for projects that include training, monitoring of labor practices in the Bank's project areas by the ILO, and establishing a complaints mechanism. The ILO does not monitor forced labor and child labor or the impact of measures to reduce the risk of forced and child labor in spring fieldwork.² The Bank's investments include a US \$337.43 million irrigation project in parts of Turtkul, Beruni, and Ellikkala districts of Karakalpakstan, where cotton is grown on more than 50 percent of arable land.³ According to its agreements with the government, the World Bank can suspend this loan upon receiving credible reports of forced or child labor occurring in the project area.⁴

¹ For details of World Bank Group investments in Uzbekistan and responses to concerns over forced and child labor, see Uzbek-German Forum and Human Rights Watch, "We Can't Refuse to Pick Cotton" - Forced and Child Labor Linked to World Bank Group Investments in Uzbekistan, 27 June 2017, available at: http://uzbekgermanforum.org/wp-content/uploads/2017/06/REPORT_Uzbekistan_2017-27-06.pdf, p. 30 and p. 89.

² In 2015 the ILO conducted monitoring from September 14- October 31. ILO, "Third Party Monitoring of the use of child labour and forced labour during the Uzbekistan 2015 Cotton Harvest—An assessment submitted to the World Bank by the International Labour Office, 20 November 2015, http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@ipecc/documents/publication/wcms_427620.pdf, p. 6. In 2016, monitoring took place from September 14- October 28. ILO, "Third-party monitoring of measures against child labour and forced labour during the 2016 cotton harvest in Uzbekistan—A report submitted to the World Bank by the International Labour Office, "January 2017, available at: http://www.ilo.org/wcmsp5/groups/public/@ed_norm/@ipecc/documents/publication/wcms_543130.pdf, p. 6.

³ The World Bank is funding \$260.79 million of the \$337.43 cost of the South Karakalpakstan Water Resources Management Improvement Project, referred to throughout this report as the South Karakalpakstan irrigation project. World Bank, "South Karakalpakstan Water Resources Management Improvement Project: Project Appraisal Document," May 14, 2014, <http://documents.worldbank.org/curated/en/286581468308642099/pdf/PAD3290PADoP12010Box385222BooUU090.pdf>.

⁴ World Bank, "South Karakalpakstan Water Resources Management Improvement Project: Loan Agreement," October 29, 2014, <http://documents.worldbank.org/curated/en/448461468310509839/pdf/RAD65051037.pdf>, pp. 6 and 69. 4.01.(b) of the Loan and Financing Agreements provide that the World Bank can suspend the loan if it "has received evidence, that it considers credible, of the use of child or forced labor in connection with the Project activities or within the Project Area."

In 2015 the International Finance Corporation (IFC), the World Bank Group's private sector lending arm, loaned Indorama Kokand Textile, one of Uzbekistan's leading cotton yarn producers, US \$40 million to expand its textile plant.⁵ Given the IFC's recognition of the loan to Indorama Kokand Textile as high-risk due to risks of forced and child labor, Indorama Kokand Textile committed, among other things, to improve monitoring and tracing of its supply chain. With the IFC, Indorama has developed a system for rating the risk level of cotton-producing districts based on data from ILO monitoring, publicly available reports, and data on the labor supply in the area. However, the IFC confirmed that Indorama's index does not include information on forced and child labor in spring fieldwork, further weakening this already inadequate monitoring system.⁶

Methodology

Ten Uzbek-German Forum monitors researched forced and child labor in spring cotton fieldwork in Syrdarya, Fergana, Andijan, and Jizzakh regions and the Ellikkala, Beruni, and Turtkul districts of Karakalpakstan. Monitoring occurred during May and June 2017 and consisted of 50 detailed interviews with people who worked in the cotton fields or who hired replacement workers to work for them. Interviews were conducted in private, in the respondent's native language, and with the promise of anonymity. In Karakalpakstan, the Uzbek-German Forum also conducted 34 additional brief interviews with representatives of public sector organizations. In all monitored regions, the Uzbek-German Forum also visited cotton fields, mobilization sites where workers gathered to be transported to cotton fields, and public institutions, to document working conditions and to check which institutions had sent employees to do spring fieldwork.

In addition to this research, the Uzbek-German Forum posted an announcement on its Uzbek-language website requesting information about spring fieldwork. We received 20 letters from people in different regions of Uzbekistan who said they were required to work in the cotton fields or pay money to avoid work in spring 2017. The details of their experiences are consistent with those described in the interviews. The Uzbek-German Forum also reviewed Uzbek and international media sources related to spring cotton work.

⁵ For further details on the IFC's Indorama investment see "We Can't Refuse to Pick Cotton," p. 103.

⁶ Meeting between the Uzbek-German Forum, Human Rights Watch, and IFC officials, June 22, 2017, Washington, D.C.

Forced Labor in Cotton Field Preparation, Planting, and Weeding

The Uzbek-German Forum found that the government required public sector employees, including education and medical workers, people receiving public benefits, and some university students in at least one region to work in the cotton fields in spring 2017. It also required some private sector businesses, including commercial banks, to send employees or hire laborers to perform spring fieldwork. People forced to work in the fields received no pay for this work and could only avoid working in the fields by paying a bribe to a supervisor or by paying for someone to work in their place. The Uzbek-German Forum also documented several instances of child labor in spring 2017, including children working alongside or instead of adults who were required to work, and children working as replacement workers hired by businesses or organizations required to send their employees.

The spring cotton weeding season begins in late April or early May, depending on the region, and lasts between one and two months. The amount of time people worked in the fields varied from several days over the season to long shifts of up to 25 days in addition to weekend shifts. Some workers traveled to the fields every day, while others were sent to live in temporary housing for several weeks to work far from their homes. Public employees reported that they worked in rotating shifts of a few days up to a month. Some public sector employees said that 30 percent or more of the staff worked in the fields at a time and 100 percent worked on weekends.⁷ In Jizzakh, officials from at least two higher educational institutes ordered students of all years to work in cotton fields in the Dustlik and Pakhtakor districts for shifts of nine days to two weeks.⁸

Lower-skilled employees, such as hospital orderlies, kindergarten caregivers, technical staff, cleaners, and guards usually worked more days in the fields than other employees, due to pressure on institutions to remain functioning and because the lower salaries for these positions meant they could not afford to pay replacement workers.⁹

⁷ Uzbek-German Forum interviews with medical worker, Zhalakuduk district, Andijan region, May 15, 2017; schoolteacher, Balikchi district, Andijan region, May 13, 2017; college teacher, Jizzakh, Jizzakh region, May 7, 2017; university student, Jizzakh, Jizzakh region, May 14, 2017; college teacher, Jizzakh, Jizzakh region, May 15, 2017; doctor, Gulistan, Syrdarya region, June 3, 2017; commercial bank employee, Syrdarya, June 12, 2017; schoolteacher, Gulistan, Syrdarya region, May 30, 2017; college teacher, Gulistan, Syrdarya region, June 2, 2017; nurse, Gulistan, Syrdarya region, June 5, 2017; kindergarten psychologist, Gulistan, Syrdarya region, June 10, 2017.

⁸ Uzbek-German Forum interviews with university student, Jizzakh, Jizzakh region, May 14, 2017; university student, Jizzakh, Jizzakh region, May 20, 2017; university student, Jizzakh, Jizzakh region, May 23, 2017.

⁹ Uzbek-German Forum interviews with doctor, Andijan, Andijan region, May 14, 2017; kindergarten employee 1, Fergana region, May 10, 2017; school director, district withheld, Fergana region, May 18, 2017; doctor, Gulistan, Syrdarya region, June 3, 2017; kindergarten employee 2, Dangara district, Fergana region, May 10, 2017; college teacher, Buvayda district, Fergana region, May 21, 2017; college teacher, Uchkuprik district, Fergana region, May 27, 2017; college teacher, Buvayda district, Fergana region, May 23, 2017; college teacher, Uchkuprik district, Fergana region, May 25, 2017; schoolteacher Bagdad district, Fergana region, May 22, 2017; schoolteacher, Buvayda district, Fergana region, May 20, 2017; schoolteacher, Uchkuprik, Fergana region, June 1, 2017; and schoolteacher, Gulistan, Syrdarya region, June 1, 2017.

All the interviewees told the Uzbek-German Forum that spring fieldwork was arduous, and that they worked under the sun with temperatures that reached up to 40 degrees C (104 F). Many complained that farmers did not provide drinking water despite the heat. The length of the workday varied. Some people worked just a few hours a day and others worked up to 12 hours with a midday break. Nearly all workers had to provide for their own food and some also had to pay for transportation.



Employees of various state organizations waiting for public transport to go weed the cotton fields. May 2017

Government control over mobilization for spring fieldwork

The cotton production system in Uzbekistan is centrally managed and directed from the highest levels in the government, with officials from the central government directing regional and local hokims to oversee production in their areas.¹⁰ Based on interviews, statements by officials, and media reports, the Uzbek-German Forum found that local officials ordered institutions, including

¹⁰ For a detailed description of the cotton production system in Uzbekistan, see “We Can’t Refuse to Pick Cotton,” p. 22.

schools, colleges, universities, hospitals, clinics, *mahallas*, and, in some cases, banks and public and private enterprises, to provide employees for spring fieldwork in the regions monitored.¹¹

The continuing forced mobilization of public sector employees, people receiving benefits, and others to work in the cotton fields, despite policy commitments not to recruit medical and education workers for cotton work and other mitigation measures undertaken by the government to reduce the risk of forced labor, underscores the role of quotas and the pressure on local officials down the chain of command to deliver them perpetuating forced labor.¹²

A September 2017 video of Nosir Egamberdiev, a district *hokim*, beating and harshly berating a school principal for failing to fulfill the plans for Independence Day celebrations, provides a stark example of the kind of pressure officials down the chain impose on people under their command to fulfill official demands, including for cotton production.¹³ A teacher from the same region said that Egamberdiev had used the same tactics to enforce cotton quotas.¹⁴ The pressure applied by officials and supervisors against people under their control to perform work in the cotton sector, including public humiliation, threats of dismissal or expulsion, loss of wages, disciplinary measures, threats of prosecution, violence and the threat of violence, is not mere “social pressure,” but real coercion.

At a meeting with school and kindergarten directors in July, Nafisa Nishonova, the head of the department of education of Fergana region, ordered the institutions to send teachers to the fields to prune cotton plants and told them that agricultural work had priority over their professional responsibilities. She said that refusing to work in the cotton fields meant opposing the regional *hokim* and teachers who refuse can “explain [to him] that you are not going to work in the fields.”¹⁵ After a recording of the meeting was published, Nishonova told a journalist that teachers were working in the cotton fields but said they were doing so on their own free will

¹¹ In addition, a May 2017 district administration document ordered public sector employees to plant corn and pumpkins on the edges of wheat and cornfields. It lists every farm in the district and the name of the public sector employee responsible for providing labor to each farm. District and region withheld. The document is on file with the Uzbek-German Forum. A 2015 order from Uzmetkombinat, a metallurgical factory in Bekabad, Tashkent region, directs 210 employees to participate in spring weeding. A. Nuritdinov, Director, Order No. 402, May 8, 2015. A copy of the order is on file with the Uzbek-German Forum. An employee of the factory told the Uzbek-German Forum that the company’s director issued a similar order in May 2016, but that he could not obtain a copy for security reasons. Email from employee of the Bekabad Metallurgical factory to the Uzbek-German Forum, June 9, 2016.

¹² The government has several times committed not to mobilize workers from the health and education sectors to pick cotton. See Ineffectiveness of Mitigation Measures, below p. X.

¹³ “Head of Saykhunobod District Administration Assaults School Directors,” *Eltuz*, September 13, 2017, <http://eltuz.com/en/video/829/>.

¹⁴ *Ibid.*

¹⁵ Audio recording of head of department of education of Fergana region Nafisa Nishonova meeting with directors schools and kindergartens, July 21, 2017, available at: <http://sof.uz/news/show/10227-dalaga-yugur-pul-yig-kartoshka-ek-ujitu/>. For a summary of the recording in English, see “Teachers, Not Farmers Need the Cotton,” Uzbek-German Forum, July 28, 2017, available at: <http://uzbekgermanforum.org/head-of-district-educational-department-teachers-not-the-farmers-need-the-cotton/>.



A local newspaper article on the constant forced labor of teachers in the agricultural sector. “Oila Davrasida”, May 19, 2017

even though they were not paid for this kind of work.¹⁶ Khairullo Bozorov, hokim of the Namangan region, acknowledged that officials sent health and education workers to work in the fields, including in the cotton sector, and that this had a negative impact on the quality of services. He said, “It’s a fact, we can’t hide it.... We have sent [education and health workers] to do public work, even in the agricultural sector. We haven’t let teachers do their jobs; we’ve attached them to farmers. We haven’t let doctors do their jobs, they’ve been busy working in the fields.”¹⁷ Several media sources published in Uzbekistan also acknowledged that public sector employees are used by the government as a free labor force for spring cotton cultivation work and other unpaid “public” work.¹⁸

¹⁶ “Фарғоналик халқ таълими мудирини мураббийларнинг далага чиқаётганини тан олди [Head of the Fergana Department of Education Admitted that Teachers are working in the Fields],” Ozodlik, July 22, 2017, available at: <https://www.ozodlik.org/a/28632425.html>.

¹⁷ “Хоким Намангана пообещал не привлекать учителей и врачей к принудительному труду [Hokim of Namangan region promised not to send teachers and doctors for forced labor],” Radio Ozodlik, August 12, 2017, available at: <https://rus.ozodlik.org/a/28673188.html>.

¹⁸ See for example, “Qalampir” Фуқаролар қабулхонаси: Андижонда мардикорлик қилаётган ўқитувчилар [translation], Qalampir, May 24, 2017, available at: <http://qalampir.uz/news/“qalampir”-fuqarolar-qabulxonasi-andijonda-mardikorlik-qilayotgan-oqituvchilar-8577>, which describes the use of coercion to force educators and medical workers to weed cotton fields for no pay; and “«Кун келиб изига тушар», деган умидда. Мағбуот ўқитувчилар муаммосини кўтарди [translation],” Kun.uz, May 19, 2017, available at: <http://kun.uz/news/2017/05/19/matematika-metallom-jigisga-adabiet-kuca-tozalasga>, which describes the burden of unpaid “public” work on teachers.

Many people emphasized the role of the local administration officials in ordering public sector employees to do spring fieldwork. For example, a kindergarten teacher said that the kindergarten director is “the middleman between us and the *hokimiat*.” She said the director is ordered from above to send teachers to the fields and to supervise them.¹⁹ A schoolteacher said that district officials would show the school director “no mercy” if he did not provide employees who could work in the fields. She said that although the director is the one who directly ordered the teachers to do spring fieldwork, the district department of education compiled a list of teachers and kept track of who worked in the fields.²⁰ A bank employee said that although technically the bank reports to the Central Bank, “in fall and spring we have another boss, the *hokim*, who assigns and oversees fieldwork.”²¹ A medical worker said that the farmer where she weeded told the medical workers not to come to his fields because he does not need them and they do not do quality work, but that both sides, the workers and the farmer, “are under orders from above.”²² A nurse said that when she and other medical workers gathered to take the bus to the fields in the mornings, the head doctor, officials from the department of health, police, and sometimes *hokim* all checked the lists of workers.²³

Public sector employees said that although their supervisors ordered them to work, their supervisors, in turn, had been ordered by officials from above and would face consequences if they did not send their employees to the fields.²⁴ Some said their supervisors would lose their jobs if they did not send people to work or complete the work required.²⁵ Others said that local officials would punish them in other ways, such as public humiliation or violence.²⁶ For example, a college teacher said, “the director of the college orders us to work but he is ordered by the *hokim*. If we don’t fulfill our [weeding] quota, he will get called to account and could get beaten in front of everyone.”²⁷

¹⁹ Uzbek-German Forum interview with kindergarten teacher, Gulistan, Syrdarya region, June 9, 2017.

²⁰ Uzbek-German Forum interview with schoolteacher, Gulistan, Syrdarya region, June 1, 2017.

²¹ Uzbek-German Forum interview with bank employee, Andijan district, Andijan region, May 24, 2017.

²² Uzbek-German Forum interview with medical worker, Andijan, Andijan region, May 26, 2017.

²³ Uzbek-German Forum interview with nurse, Syrdarya, June 5, 2017.

²⁴ Uzbek-German Forum interviews with medical worker, Ellikkala district, Karakalpakstan, May 20, 2017; schoolteacher, Beruni district, Karakalpakstan, June 10, 2017; schoolteacher, Turtkul district, Karakalpakstan, May 21, 2017; two medical workers, Turtkul district, Karakalpakstan, June 6, 2017; doctor, Gulistan, Syrdarya region, June 3, 2017; commercial bank employee, Gulistan, Syrdarya region, June 12, 2017; manager of private firm, Gulistan, Syrdarya region, June 9, 2017; schoolteacher, Gulistan, Syrdarya region, May 30, 2017; college teacher, Gulistan, Syrdarya region, June 2, 2017; college teacher, Gulistan, Syrdarya region, June 2, 2017; kindergarten psychologist, Gulistan, Syrdarya region, June 10, 2017; college teacher, Uchkuprik district, Fergana region, May 25, 2017; schoolteacher, Uchkuprik, Fergana, June 1, 2017; medical worker, Zhalakuduk district, Andijan region, May 15, 2017; kindergarten employee, Balikchi district, Andijan region, May 12, 2017; college teacher, Jizzakh, Jizzakh region, May 7, 2017; college teacher, Jizzakh, Jizzakh region, May 15, 2017.

²⁵ Uzbek-German Forum interviews with doctor, Gulistan, Syrdarya region, June 3, 2017; schoolteacher, Gulistan, Syrdarya region, May 30, 2017; schoolteacher, Uchkuprik, Fergana, June 1, 2017; schoolteacher, Gulistan, Syrdarya region, June 1, 2017; kindergarten employee, Balikchi district, Andijan region, May 12, 2017; college teacher, Jizzakh, Jizzakh region, May 7, 2017;

²⁶ Uzbek-German Forum interviews with college teacher, Gulistan, Syrdarya region, June 2, 2017; kindergarten psychologist, Gulistan, Syrdarya region, June 10, 2017; and university student, Jizzakh, Jizzakh region, May 20, 2017

²⁷ Uzbek-German Forum interview with college teacher, Jizzakh, Jizzakh region, May 15, 2017.

Likewise, three supervisors emphasized that the orders to local officials to force public sector employees and others to weed the cotton fields came from higher government officials and that they would lose their jobs or face other consequences if they failed to mobilize workers. A *mahalla* official, asked about forced and child laborers working in the cotton fields under his supervision, responded that he could do nothing to prevent forced and child labor because it was “policy.” He said, “The president said it is necessary. You understand, we need to finish the cotton work.”²⁸ A schoolteacher said that the school’s deputy director told teachers that he participated in a cotton conference call organized by the central government and that the prime minister said that public sector employees were ordered to the fields on direction from the president.²⁹ The deputy director of a public health organization said that orders to send his employees to work in the cotton fields and do other unpaid public labor come from the *hokimiat*.

If you can believe it, there is not a single calm day, not a single day where our employees spend the entire day at work. Because I’m the deputy, my phone rings 24 hours a day. Even at midnight, at two o’clock in the morning. Just try not to answer! The next day the *hokim* would break my face and curse at me with insults in front of everyone....After receiving orders at midnight, I can’t sleep [I’m thinking about] who I should send where? Tomorrow, two of my [employees] are going to clean the houses of veterans who live in our district, two others are going to clean the road to Bogishamol, five employees will be in the fields, six will water plants along a two kilometer stretch of road, and where will I find three more people for public work? And at the office we have a regional commission visiting. Most employees are already doing the jobs designed to two people. The guard has to go to the bazaar to buy flowers [to plant]. Who should I send? Should I go myself? I’ll tell the accountant that we’re going to hire three day laborers and collect the money to pay them from staff salaries.³⁰

Spring Fieldwork in the Cotton Fields was Involuntary

Public and private sector employees, people receiving benefits, and students consistently emphasized that their work in the cotton fields was involuntary. They performed spring

²⁸ Uzbek-German Forum interview with mahalla employee, Turtkul district, Karakalpakstan, June 6, 2017. The interview took place in a cotton field where the Uzbek-German Forum observed children working.

²⁹ Uzbek-German Forum interview with schoolteacher, Balikchi district, Andijan region, May 13, 2017.

³⁰ Uzbek-German Forum interview with deputy director of public health institution, Andijan, Andijan region, May 20, 2017.

fieldwork only because their supervisors or other officials ordered them to and they feared penalties for refusal.³¹

A nurse said that her supervisor required her to work far from home and live near the fields for her shift. She told her supervisor she could not leave her invalid child but he told her she must go anyway. She said she could not afford to hire a replacement worker and did not know what to do.³² A teacher begged the Uzbek-German Forum to “tell the *hokimiat* that we are forced to weed the fields and they are the ones forcing us.”³³ A bank employee said that it was impossible to refuse cotton work and that “the only solution is to leave Uzbekistan.”³⁴

Public sector employees, people receiving benefits, and students received no payment for spring fieldwork.³⁵ A farmer said that even though he is allocated money to pay for labor, he does not pay public sector employees because of the expectation that they work for free as they

³¹ Uzbek-German Forum interviews with schoolteacher, Turtkul district, Karakalpakstan, May 21, 2017; mahalla resident, Turtkul district, Karakalpakstan, May 22, 2017; two kindergarten teachers, Ellikkala district, Karakalpakstan, June 3, 2017; medical worker, Ellikkala district, Karakalpakstan, May 20, 2017; three men working for mahalla, Turtkul district, Karakalpakstan, June 5, 2017; hospital guard, Turtkul district, Karakalpakstan, June 5, 2017; kindergarten employee, Beruni district, June 10 2017; medical worker, Turtkul district, Karakalpakstan, June 9, 2017; mahalla resident, Turtkul district, Karakalpakstan, June 7, 2017; two medical workers, Turtkul district, Karakalpakstan, June 6, 2017; doctor, Gulistan, Syrdarya region, June 3, 2017; commercial bank employee, Gulistan, Syrdarya region, June 12, 2017; kindergarten employee 1, Uchkuprik district, Fergana region, May 10, 2017; .

³² Uzbek-German Forum interview with nurse, Turtkul district, Karakalpakstan, May 22, 2017.

³³ Uzbek-German Forum interview with schoolteacher, Beruni district, Karakalpakstan, June 10, 2017.

³⁴ Uzbek-German Forum interview with kindergarten employee, Balikchi district, Andijan region, May 12, 2017.

³⁵ Uzbek-German Forum interviews with doctor, Gulistan, Syrdarya region, June 3, 2017; commercial bank employee, Syrdarya, June 12, 2017; manager of private firm, Gulistan, Syrdarya region, June 9, 2017; kindergarten employee 1, Uchkuprik district, Fergana region, May 10, 2017; school director, district withheld, Fergana region, May 18, 2017; schoolteacher, Gulistan, Syrdarya region, May 30, 2017; college teacher, Gulistan, Syrdarya region, June 2, 2017; college teacher, Gulistan, Syrdarya region, June 2, 2017; nurse, Gulistan, Syrdarya region, June 5, 2017; kindergarten psychologist, Gulistan, Syrdarya region, June 10, 2017; kindergarten teacher, Gulistan, Syrdarya region, June 9, 2017; kindergarten employee 2, Dangara district, Fergana region, May 10, 2017; college teacher, Buvayda district, Fergana region, May 21, 2017; college teacher, Uchkuprik district, Fergana region, May 27, 2017; college teacher, Buvayda district, Fergana region, May 23, 2017; college teacher, Uchkuprik district, Fergana region, May 25, 2017; schoolteacher Bagdad district, Fergana region, May 22, 2017; schoolteacher, Buvayda district, Fergana region, May 20, 2017; schoolteacher, Uchkuprik district, Fergana region, June 1, 2017; schoolteacher, Gulistan, Syrdarya region, June 1, 2017; medical worker, Andijan, Andijan region, May 26, 2017; doctor, Andijan, Andijan region, May 14, 2017; kindergarten employee, Balikchi district, Andijan region, May 12, 2017; bank employee, Andijan district, Andijan region, May 24, 2017; medical worker, Zhalakuduk district, Andijan region, May 15, 2017; deputy director of public health institution, Andijan, Andijan region, May 20, 2017; schoolteacher, Balikchi district, Andijan region, May 13, 2017; college teacher, Andijan, Andijan region, May 24, 2017; college teacher, Jizzakh, Jizzakh region, May 7, 2017; university student, Jizzakh, Jizzakh region, May 14, 2017; college teacher, Jizzakh, Jizzakh region, May 15, 2017; university student, Jizzakh, Jizzakh region, May 20, 2017; university student, Jizzakh, Jizzakh region, May 23, 2017; schoolteacher, Turtkul district, Karakalpakstan, May 21, 2017; mahalla resident, Turtkul district, Karakalpakstan, May 22, 2017; nurse, Turtkul district, Karakalpakstan, May 22, 2017; two kindergarten teachers, Ellikkala district, Karakalpakstan, June 3, 2017; medical worker, Ellikkala district, Karakalpakstan, May 20, 2017; hospital guard, Turtkul district, Karakalpakstan, June 5, 2017; kindergarten employee, Beruni district, June 10 2017; schoolteacher, Beruni district, Karakalpakstan, June 10, 2017; medical worker, Turtkul district, Karakalpakstan, June 9, 2017; mahalla resident, Turtkul district, Karakalpakstan, May 22, 2017; mahalla resident, Turtkul district, Karakalpakstan, June 7, 2017; two medical workers, Turtkul district, Karakalpakstan, June 6, 2017; and nurse, Turtkul district, Karakalpakstan, June 6, 2017.



Hospital in Pakhtakor district, Jizzakh region whose employees were sent to weed cotton fields involuntarily in spring 2017

receive public benefits or a salary from a state organization.³⁶ In the sole exception, one college teacher negotiated to work for a farmer near his home because he did not want to be far from his child, who has serious medical problems, and the farmer agreed to pay him 250 kilograms of wheat for every three hectares he weeded. The rest of the teacher's colleagues worked in fields farther away and, as other public sector employees, received no salary.³⁷ In addition to receiving no pay, some people incurred in costs for spring fieldwork, for food and water. In some cases, people also had to pay for transportation.³⁸

³⁶ Uzbek-German Forum interview with farmer, Turtkul district, Karakalpakstan, June 7, 2017.

³⁷ Uzbek-German Forum interview with college teacher, Jizzakh, Jizzakh region, May 15, 2017.

³⁸ Uzbek-German Forum interviews with schoolteacher, Turtkul district, May 21, 2017, two medical workers, Turtkul district, Karakalpakstan, June 6, 2017, schoolteacher, Gulistan, Syrdarya region, May 30, 2017; college teacher, Gulistan, Syrdarya region, June 2, 2017; kindergarten teacher, Gulistan, Syrdarya region, June 9, 2017; schoolteacher, Gulistan, Syrdarya region, June 1, 2017; medical worker, Andijan, Andijan region, May 26, 2017; doctor, Andijan, Andijan region, May 14, 2017; kindergarten employee, Balikchi district, Andijan region, May 12, 2017; bank employee, Andijan district, Andijan region, May 24, 2017; schoolteacher, Balikchi district, Andijan region, May 13, 2017; college teacher, Andijan, Andijan region, May 24, 2017; and college teacher, Jizzakh, Jizzakh region, May 7, 2017.

Several people said that they were directed to cover up their work in the fields or make their work appear voluntary when it was not. A teacher said teachers fill out curriculum journals and even give students grades as if classes were held normally despite being in the fields for months. She said, “Even the visiting commission believes that we were in class.”³⁹ A student said that on May 1, the rector of his university required him and other students to sign statements saying they were going to weed the fields on their own free will and that no one was forcing them.⁴⁰ Another college teacher said, “we all sign a list as if we agreed [to work], but it is illegal.”⁴¹

Public sector employees consistently expressed a strong desire to remain in their regular jobs. They emphasized that the government should leave them alone, that cotton work has nothing to do with their jobs and is not their responsibility, but that they could not refuse.⁴² A bank employee said “I decided to work in a bank because I it was meant to be a profession which did not require me to do fieldwork. I was wrong.”⁴³

People could only avoid spring fieldwork if they paid to hire a replacement worker at a cost of 10,000 to 25,000 *soum* per day (about \$1.53 to \$3.84), depending on the region. One college teacher said that her supervisor posted a list of teachers required to work in the fields or hire a replacement.⁴⁴ Some people also said they could pay a bribe to their supervisor or an official to avoid working in the fields.⁴⁵ Those who paid still had to do their regular jobs. One teacher,

³⁹ Uzbek-German Forum interview with schoolteacher, Balikchi district, Andijan region, May 13, 2017

⁴⁰ Uzbek-German Forum interview with student, Jizzakh, Jizzakh region, May 14, 2017.

⁴¹ Uzbek-German Forum interview with college teacher, Andijan, Andijan region, May 24, 2017.

⁴² Uzbek-German Forum interviews with doctor, Gulistan, Syrdarya region, June 3, 2017; school director, district withheld, Fergana region, May 18, 2017; schoolteacher, Gulistan, Syrdarya region, May 30, 2017; college teacher, Gulistan, Syrdarya region, June 2, 2017; nurse, Gulistan, Syrdarya region, June 5, 2017; kindergarten psychologist, Gulistan, Syrdarya region, June 10, 2017; kindergarten teacher, Gulistan, Syrdarya region, June 9, 2017; kindergarten employee 2, Dangara district, Fergana region, May 10, 2017; college teacher, Buvayda district, Fergana region, May 21, 2017; college teacher, Uchkuprik district, Fergana region, May 27, 2017; college teacher, Buvayda district, Fergana region, May 23, 2017; college teacher, Uchkuprik district, Fergana region, May 25, 2017; schoolteacher Bagdad district, Fergana region, May 22, 2017; schoolteacher, Uchkuprik, Fergana, June 1, 2017; schoolteacher, Gulistan, Syrdarya region, June 1, 2017; medical worker, Andijan, Andijan region, May 26, 2017; doctor, Andijan, Andijan region, May 14, 2017; kindergarten employee, Balikchi district, Andijan region, May 12, 2017; bank employee, Andijan district, Andijan region, May 24, 2017; medical worker, Zhalakuduk district, Andijan region, May 15, 2017; deputy director of public health institution, Andijan, Andijan region, May 20, 2017; schoolteacher, Balikchi district, Andijan region, May 13, 2017; college teacher, Andijan, Andijan region, May 24, 2017; interview with college teacher, Jizzakh, Jizzakh region, May 7, 2017; schoolteacher, Turtkul district, Karakalpakstan, May 21, 2017; nurse, Turtkul district, Karakalpakstan, May 22, 2017; two kindergarten teachers, Ellikkala district, Karakalpakstan, June 3, 2017; medical worker, Ellikkala district, Karakalpakstan, May 20, 2017; schoolteacher, Beruni district, Karakalpakstan, June 10, 2017; medical worker, Turtkul district, Karakalpakstan, June 9, 2017; and two medical workers, Turtkul district, Karakalpakstan, June 6, 2017.

⁴³ Uzbek-German Forum interview with bank employee, Andijan district, Andijan region, May 24, 2017.

⁴⁴ Uzbek-German Forum interview with college teacher, Jizzakh, Jizzakh region, May 7, 2017.

⁴⁵ Uzbek-German Forum interviews with university student, Jizzakh, Jizzakh region, May 14, 2017; college teacher, Jizzakh, Jizzakh region, May 7, 2017; college teacher, Jizzakh, Jizzakh region, May 15, 2017; university student, Jizzakh, Jizzakh region, May 14, 2017; university student, Jizzakh, Jizzakh region, May 20, 2017; university student, Jizzakh, Jizzakh region, May 23, 2017; manager of private firm, Gulistan, Syrdarya region, June 9, 2017; schoolteacher, Gulistan, Syrdarya region, June 1, 2017; kindergarten employee, Balikchi district, Andijan region, May 12, 2017; and deputy director of public health institution, Andijan, Andijan region, May 20, 2017.

who hired a replacement worker, underscored that this should not be interpreted as voluntary: “Who would voluntarily give up their own money?”⁴⁶ A few public sector employees said they could not afford to pay the cost of a replacement worker and had to work instead.⁴⁷ For example, an employee of a public health organization said that when her turn came for a 20-day shift in the field, she would have to decide whether to pay 300,000 *soum* (about US \$46) of her monthly salary of 480,000 *soum* (about US \$73).⁴⁸ Another medical worker said that although she faces repercussions at home from her husband and mother-in-law who do not like her to be away doing cotton work, she cannot even buy her way out because she would go bankrupt.⁴⁹

The only people who did receive payment for spring fieldwork were people hired as replacement workers and paid by people required to work by their employer or a government official, or people hired directly by an enterprise or institution to fulfill its mandatory weeding assignment. For example, the Uzbek-German Forum spoke to three men working for a *mahalla*. One man said the *mahalla* required him to work because his family received benefits and the other two said they were paid directly by the *mahalla* to help fulfill the *mahalla*'s weeding quota.

Penalties and Threats of Penalties for Refusing to Work

Public sector workers, students, and people receiving benefits said they weeded the cotton fields because their supervisors or other officials threatened them with punishment, sometimes explicitly, if they refused to do so. In particular, public sector employees said their directors threatened them by saying they would be fired or forced to resign if they refused to work in the fields.⁵⁰ A kindergarten caregiver said that she refused to go to the fields, but after her director

⁴⁶ Uzbek-German Forum interview with schoolteacher, Turtkul district, Karakalpakstan, May 21, 2017.

⁴⁷ Uzbek-German Forum interviews with nurse, Turtkul district, Karakalpakstan, May 22, 2017; schoolteacher, Balikchi district, Andijan region, May 13, 2017; college teacher, Jizzakh, Jizzakh region, May 7, 2017;

⁴⁸ Uzbek-German Forum interview with medical worker, Ellikkala district, Karakalpakstan, May 20, 2017.

⁴⁹ Uzbek-German Forum interview with medical worker, Andijan, Andijan region, May 26, 2017.

⁵⁰ Uzbek-German Forum interviews with schoolteacher, Gulistan, Syrdarya region, May 30, 2017; nurse, Gulistan, Syrdarya region, June 5, 2017; college teacher, Buvayda district, Fergana region, May 21, 2017; schoolteacher, Buvayda district, Fergana region, May 20, 2017; deputy director of public health institution, Andijan, Andijan region, May 20, 2017; college teacher, Jizzakh, Jizzakh region, May 7, 2017; doctor, Gulistan, Syrdarya region, June 3, 2017; kindergarten psychologist, Gulistan, Syrdarya region, June 10, 2017; kindergarten employee 2, Dangara district, Fergana region, May 10, 2017; college teacher, Uchkuprik district, Fergana region, May 27, 2017; college teacher, Uchkuprik district, Fergana region, May 25, 2017; schoolteacher Bagdad district, Fergana region, May 22, 2017; schoolteacher, Uchkuprik, Fergana, June 1, 2017; medical worker, Andijan, Andijan region, May 26, 2017; college teacher, Jizzakh, Jizzakh region, May 15, 2017; schoolteacher, Turtkul district, Karakalpakstan, May 21, 2017; nurse, Turtkul district, Karakalpakstan, May 22, 2017; two kindergarten teachers, Ellikkala district, Karakalpakstan, June 3, 2017; medical worker, Ellikkala district, Karakalpakstan, May 20, 2017; schoolteacher, Beruni district, Karakalpakstan, June 10, 2017; medical worker, Turtkul district, Karakalpakstan, June 9, 2017; and two medical workers, Turtkul district, Karakalpakstan, June 6, 2017.

told her she would be fired, she agreed to work.⁵¹ Similarly, a teacher said that her director told the teachers that anyone who does not go to the fields should come to school with a letter of resignation.⁵² Another teacher said that people who refuse are considered “traitors” and the school director threatens to dismiss anyone who tries to refuse fieldwork.⁵³ A school director confirmed that employees would be dismissed if they refused to comply to his orders.⁵⁴ In a few cases, people said that their supervisors warned them that anyone who refused to work in the cotton fields would have had to explain that to the prosecutor.⁵⁵ The deputy director of a public health organization said that the hokim ordered anyone refusing to work in the fields to meet with the prosecutor as being “an enemy of the people.”⁵⁶ In at least one region, police and other law enforcement officers surrounded groups waiting for transport to the fields.⁵⁷

Others said they would lose wages or that their supervisors would deduct the cost of replacement workers from their salaries if they refused to work in the fields or hire a replacement.⁵⁸ A business owner said that he hired replacement workers to work in the fields after the hokimiat ordered him to send his own employees. He said that “after speaking to business people more experienced than me, I understood that I’d better do what is ordered,” so that he would not face problems with his business.⁵⁹ A bank worker said that the cashier, who issues salaries to employees, stood at the door of the bus that takes workers to the fields and recorded in a notebook the names of bank employees who went to do fieldwork in order to report to the director.⁶⁰

⁵¹ Uzbek-German Forum interview with kindergarten employee, Balikchi district, Andijan region, May 12, 2017

⁵² Uzbek-German Forum interview with schoolteacher, Balikchi district, Andijan region, May 13, 2017.

⁵³ Uzbek-German Forum interview with schoolteacher, Gulistan, Syrdarya region, May 30, 2017.

⁵⁴ Uzbek-German Forum interview with school director, district withheld, Fergana region, May 18, 2017.

⁵⁵ Uzbek-German Forum interviews with bank employee, Andijan district, Andijan region, May 24, 2017; and schoolteacher, Balikchi district, Andijan region, May 13, 2017.

⁵⁶ Uzbek-German Forum interview with deputy director of public health institution, Andijan, Andijan region, May 20, 2017.

⁵⁷ Uzbek-German Forum Syrdarya monitor’s report, June 10, 2017; Uzbek-German Forum interview with nurse, Gulistan, Syrdarya region, June 5, 2017.

⁵⁸ Uzbek-German Forum interviews with college teacher, Gulistan, Syrdarya region, June 2, 2017; college teacher, Gulistan, Syrdarya region, June 2, 2017; kindergarten teacher, Gulistan, Syrdarya region, June 9, 2017; schoolteacher, Gulistan, Syrdarya region, June 1, 2017; college teacher, Andijan, Andijan region, May 24, 2017

⁵⁹ Uzbek-German Forum interview with manager of private firm, Gulistan, Syrdarya region, June 9, 2017.

⁶⁰ Uzbek-German Forum interview with bank employee, Andijan district, Andijan region, May 24, 2017

Students said they would face expulsion if they did not work in the fields.⁶¹ One said, “If I don’t work I will be expelled from the institute. This would be a catastrophe for me!”⁶² Another student said that he had seen the institute expel students who refused to work in the cotton fields and that he was too afraid to refuse.⁶³ People receiving welfare and child benefits said they worked in the fields because their mahalla councils threatened that otherwise they would not receive benefits.⁶⁴

People faced penalties not only for refusing to work, but also for failing to work hard enough. Several people told the Uzbek-German Forum that supervisors stood in the field ensuring that people worked hard and threatening those who did not. One teacher said that weeding in the extreme heat was exhausting, but that when she and her colleagues sat to rest a controller would immediately come to insult and humiliate them, calling them “prostitutes,” and forbidding them to rest.⁶⁵ She said that officials from the district department of education supervised teachers in the fields and threatened to report to their directors anyone who did not work hard enough, as well as file a complaint against their directors.⁶⁶ A kindergarten employee who had tried to refuse to do spring fieldwork but was threatened with dismissal, said she decided to go to the fields but not work very hard. However, she said someone “stands over you to make sure you are working the whole time.”⁶⁷

⁶¹ Uzbek-German Forum interviews with university student, Jizzakh, Jizzakh region, May 20, 2017; university student, Jizzakh, Jizzakh region, May 23, 2017.

⁶² Uzbek-German Forum interview with university student, Jizzakh, Jizzakh region, May 14, 2017.

⁶³ Uzbek-German Forum interview with university student, Jizzakh, Jizzakh region, May 23, 2017.

⁶⁴ Uzbek-German Forum interviews with mahalla resident, Turtkul district, Karakalpakstan, May 22, 2017; three men working for mahalla, Turtkul district, Karakalpakstan, June 5, 2017; and mahalla resident, Turtkul district, Karakalpakstan, June 7, 2017.

⁶⁵ Uzbek-German Forum interview with schoolteacher, Gulistan, Syrdarya region, May 30, 2017.

⁶⁶ Ibid.

⁶⁷ Uzbek-German Forum interview with kindergarten employee, Balikchi district, Andijan region, May 12, 2017



Children in Turtkul district, Karakalpakstan waiting for transport to work in the cotton fields. Children often work in place of their mothers who are required to work in the fields by their supervisors or mahalla councils. May, 2017

Forced and Child Labor Linked to the World Bank Project Area in South Karakalpakstan

Findings from Karakalpakstan are integrated throughout this report. However, this section disaggregates evidence on forced and child labor specifically from these districts because the defined project area makes it feasible to document labor abuses directly within the project area and because the government committed to comply with laws on forced and child labor within this area. The Uzbek-German Forum visited 30 public sector institutions in Karakalpakstan, ten each in Ellikkala, Beruni, and Turtkul districts, and conducted 34 brief interviews with employees to document whether employees were forcibly mobilized for spring fieldwork, how many employees of each institution did spring fieldwork, and which fields they worked in.

As elsewhere in the country, public sector employees and people receiving benefits in South Karakalpakstan told the Uzbek-German Forum that they worked in the cotton fields during spring involuntarily, because their supervisors or officials required it of them, and that they feared penalties, especially losing their jobs or public benefits, if they refused.⁶⁸ A woman said that employees of the *mahalla* council went house to house to tell families receiving benefits or applying for any assistance to the *mahalla* to send at least one person to work in the fields or they would not receive assistance. She said, “last year our family didn’t send anyone to work and when I applied for my child benefits the *mahalla* representative wouldn’t even look at my documents. He said they were not good and that we hadn’t sent anyone to work and wouldn’t receive benefits. So now I am working so I can reapply.”⁶⁹

Most public sector employees interviewed by the Uzbek-German Forum reported that they were required to work shifts of 20-25 days at a time during the spring fieldwork season, often staying overnight at fields far from their homes, and that the remaining staff worked in the fields on weekends.⁷⁰ Other public sector workers and people sent to work by their *mahalla* said they were required to work in shorter daily or overnight shifts, usually of 10 days, as well as on the weekends.⁷¹ As elsewhere in the country, people required to work by their employers or mahalla council received no payment for spring fieldwork.⁷²

⁶⁸ Uzbek-German Forum interviews with schoolteacher, Turtkul district, Karakalpakstan, May 21, 2017; mahalla resident, Turtkul district, Karakalpakstan, May 22, 2017; nurse, Turtkul district, Karakalpakstan, May 22, 2017; two kindergarten teachers, Ellikkala district, Karakalpakstan, June 3, 2017; medical worker, Ellikkala district, Karakalpakstan, May 20, 2017; hospital guard, Turtkul district, Karakalpakstan, June 5, 2017; kindergarten employee, Beruni district, June 10 2017; schoolteacher, Beruni district, Karakalpakstan, June 10, 2017; medical worker, Turtkul district, Karakalpakstan, June 9, 2017; mahalla resident, Turtkul district, Karakalpakstan, May 22, 2017; mahalla resident, Turtkul district, Karakalpakstan, June 7, 2017; two medical workers, Turtkul district, Karakalpakstan, June 6, 2017; and nurse, Turtkul district, Karakalpakstan, June 6, 2017.

⁶⁹ Uzbek-German Forum interview with mahalla resident, Turtkul district, Karakalpakstan, June 7, 2017.

⁷⁰ Uzbek-German Forum interviews with schoolteacher, Turtkul district, May 21, 2017, nurse, Turtkul district, May 22, 2017, two kindergarten teachers, Ellikkala district, June 3, 2017, medical worker, Ellikkala district, May 20, 2017, hospital guard, Turtkul district, June 5, 2017, medical worker, Turtkul district, June 9, 2017, and two medical workers, Turtkul district, June 6, 2017.

⁷¹ Uzbek-German Forum interviews with kindergarten employee, Beruni district, June 10, 2017, mahalla resident, Turtkul district, May 22, 2017, mahalla resident, Turtkul district, June 7, 2017, schoolteacher, Beruni district, June 10, 2017, nurse, Turtkul district, June 6, 2017, and mahalla employee, Turtkul district, June 6, 2017.

⁷² Uzbek-German Forum interviews with schoolteacher, Turtkul district, Karakalpakstan, May 21, 2017; mahalla resident, Turtkul district, Karakalpakstan, May 22, 2017; nurse, Turtkul district, Karakalpakstan, May 22, 2017; two kindergarten teachers, Ellikkala district, Karakalpakstan, June 3, 2017; medical worker, Ellikkala district, Karakalpakstan, May 20, 2017; three men working for mahalla, Turtkul district, Karakalpakstan, June 5, 2017; hospital guard, Turtkul district, Karakalpakstan, June 5, 2017; kindergarten employee, Beruni district, June 10 2017; schoolteacher, Beruni district, Karakalpakstan, June 10, 2017; medical worker, Turtkul district, Karakalpakstan, June 9, 2017; mahalla resident, Turtkul district, Karakalpakstan, June 7, 2017; two medical workers, Turtkul district, Karakalpakstan, June 6, 2017; nurse, Turtkul district, Karakalpakstan, June 6, 2017; and farmer, Turtkul district, Karakalpakstan, June 7, 2017.



Children in Turtkul district, each holding a *ketmen*, a traditional weeding tool, and waiting for transport to the cotton fields. Many work in place of their parents. May 26, 2017

Instances of Child Labor

The Uzbek-German Forum documented several instances of child labor in Karakalpakstan in spring 2017, all in Turtkul. In these cases, the use of adult forced labor appeared to contribute to the use of child labor, as children were working as replacement workers for or alongside adults required to work. The Uzbek-German Forum interviewed two schoolboys, aged 14 and 16, hired to work as replacement workers for a grocery store in Turtkul. The boys were not in school on the date of the interview, a Monday, even though they said they had end of year exams in a few days.⁷³ In June, when school had finished, the Uzbek-German Forum also observed approximately 10 children, each holding a *ketmen*, a traditional Uzbek weeding tool similar to a hoe, at a place where people required to work by their *mahalla* and where replacement workers were gathered to wait for being transported to the cotton fields in Qumbosgan. A man hired as a replacement worker said that the children were working for the *mahalla*.⁷⁴ On another occasion, the Uzbek-German Forum rode a bus of workers for a *mahalla* carrying approximately 70 people, including approximately 20 children, who were going to do spring fieldwork in Qumbosgan.⁷⁵

⁷³ Uzbek-German Forum interview with two schoolboys, Turtkul district, Karakalpakstan, May 22, 2017.

⁷⁴ Uzbek-German Forum interview with replacement worker for mahalla, Turtkul district, Karakalpakstan, June 5, 2017.

⁷⁵ Uzbek-German Forum Karakalpakstan monitor's report, June 8, 2017.

In two other instances, the Uzbek-German Forum observed children who appeared to be as young as 10 working in the cotton fields. In one case, the Uzbek-German Forum asked an employee of a *mahalla* council, who was supervising people required to work by the *mahalla*, why children were there. The employee said, “I can’t do anything, I am just following orders.”⁷⁶ In a separate case, the Uzbek-German Forum asked a farmer why young children were working in his fields. The farmer said that he had not wanted to let them on the bus that transported public sector employees to his fields, but he did not prevent them from coming and working.⁷⁷

Impact on Public Education and Health Institutions

Even as authorities required public sector institutions to send employees to work in the cotton fields, some institutions tried to remain functioning by sending more lower skilled employees and technical staff to work in the fields, and requiring higher skilled employees to work in shifts or only on weekends, in addition to their regular jobs. Yet, this was not universal.⁷⁸

Despite these efforts, public sector employees told the Uzbek-German Forum that spring fieldwork negatively affected their own job performance and the services provided by their institutions. For example, teachers at all levels reported that they could not adequately cover classes and give end of year exams.⁷⁹ A teacher said that cotton weeding is such a major part of teachers’ obligations that “in the spring we go to school with notebooks and hoes.”⁸⁰ One college teacher said that students come to college but then leave again because there are no teachers to hold classes.⁸¹ Likewise, university students said that all classes stopped when they worked in the fields.⁸²

A schoolteacher called spring fieldwork a “physical and financial burden on teachers and a burden on children’s education,” because of teacher absences.⁸³ Another teacher emphasized the impact of fieldwork on teachers’ ability to fulfill their basic tasks:

⁷⁶ Uzbek-German Forum interview with mahalla employee, Turtkul district, Karakalpakstan, June 6, 2017.

⁷⁷ Uzbek-German Forum interview with farmer, Turtkul district, Karakalpakstan, June 7, 2017.

⁷⁸ Uzbek-German Forum interviews with kindergarten employee 1, Uchkuprik district, Fergana region, May 10, 2017; school director, district withheld, Fergana region, May 18, 2017; kindergarten employee 2, Dangara district, Fergana region, May 10, 2017; college teacher, Buvayda district, Fergana region, May 21, 2017; college teacher, Uchkuprik district, Fergana region, May 27, 2017; college teacher, Buvayda district, Fergana region, May 23, 2017; and schoolteacher, Uchkuprik, Fergana, June 1, 2017.

⁷⁹ Uzbek-German Forum interviews with schoolteacher, Gulistan, Syrdarya region, May 30, 2017, college teacher, Gulistan, Syrdarya region, June 2, 2017; college teacher, Gulistan, Syrdarya region, June 2, 2017; schoolteacher, Gulistan, Syrdarya region, June 1, 2017; and college teacher, Andijan, Andijan region, May 24, 2017.

⁸⁰ Uzbek-German Forum interview with college teacher, Andijan, Andijan region, May 24, 2017.

⁸¹ Uzbek-German Forum interview with college teacher, Jizzakh, Jizzakh region, May 7, 2017

⁸² Uzbek-German Forum interviews with university student, Jizzakh, Jizzakh region, May 14, 2017; university student, Jizzakh, Jizzakh region, May 20, 2017; university student, Jizzakh, Jizzakh region, May 23, 2017.

⁸³ Uzbek-German Forum interview with schoolteacher, Turtkul district, Karakalpakstan, May 21, 2017.

Even schoolchildren make fun of us when they see us going to the cotton fields carrying our tools. A teacher's place should be in educational institutions. However, we are becoming more and more linked with fieldwork. We should have held final exams at the end of May, however, our director forced us to go to the fields. It turns out that cotton cultivation is more important than checking the knowledge of schoolchildren and holding state exams!⁸⁴

Kindergarten employees also said they could not adequately care for children when staff were sent to the fields for spring fieldwork.⁸⁵ One kindergarten caregiver said that during the spring fieldwork season five staff members were weeding cotton fields and other five were sent to clean the roads, leaving the kindergarten so understaffed that some of those remaining had to ask their daughters to come in to help them care for the children. She said the only way to be free from forced labor "is to leave Uzbekistan."⁸⁶

Some hospital and clinic staff said that sending medical workers to do spring fieldwork left hospitals and clinics seriously understaffed, with remaining staff covering for their colleagues' absence.⁸⁷ A public health official responsible for disease control said "no one does our work when we are in the fields."⁸⁸ A nurse said that the absence of lab technicians because of fieldwork meant that the clinic could not perform basic tasks such as blood analysis, and sometimes had to turn patients away during the cotton weeding season.⁸⁹ A doctor said that she spends so much time doing fieldwork that she has no time to stay up to date with her professional skills and sometimes cannot properly diagnose patients.⁹⁰

⁸⁴ Uzbek-German Forum interview with schoolteacher, Gulistan, Syrdarya region, May 30, 2017.

⁸⁵ Uzbek-German Forum interviews with kindergarten teacher, Gulistan, Syrdarya region, June 9, 2017; kindergarten employee 2, Dangara district, Fergana region, May 10, 2017.

⁸⁶ Uzbek-German Forum interview with kindergarten employee, Balikchi district, Andijan region, May 12, 2017

⁸⁷ Uzbek-German Forum interviews with two medical workers, Turtkul district, Karakalpakstan, June 6, 2017; doctor, Gulistan, Syrdarya region, June 3, 2017; medical worker, Andijan, Andijan region, May 20, 2017.

⁸⁸ Uzbek-German Forum interview with medical worker, Zhalakuduk district, Andijan region, May 15, 2017

⁸⁹ Uzbek-German Forum interview with nurse, Gulistan, Syrdarya region, June 5, 2017.

⁹⁰ Uzbek-German Forum interview with doctor, Andijan, Andijan region, May 14, 2017.



A medical center in Dustlik, Jizzakh region, whose employees were required to weed the cotton fields involuntarily, for no pay and under threat of dismissal in spring 2017. May 25, 2017

Ineffectiveness of Mitigation Measures

Feedback and Complaints Mechanisms Lack Credibility

As part of its agreement with the World Bank, the government of Uzbekistan agreed to the creation of a feedback mechanism through which people can report evidence of forced labor related to World Bank projects.⁹¹ The mechanism consists of two call centers managed by the Ministry of Labor and the Federation of Trade Unions of Uzbekistan (FTUU) and a website. As of 2016, the FTUU can accept anonymous complaints. The mechanism has a limited track

⁹¹ Although the World Bank had originally committed to support the creation of a grievance redress mechanism, the government insisted that the mechanism be a feedback, rather than a redress, mechanism because any agency independent of the government would not have the authority to redress issues under the government's purview. World Bank, "Progress Report to the Board of Executive Directors on the Implementation of the management Actions in Response to the Request for Inspection of the Uzbekistan Rural Enterprise Support Project–Phase II (P109126) and Additional Financing for Second Rural Enterprise Support Project (P126962)," November 5, 2014, <http://documents.worldbank.org/curated/en/276581468316481146/pdf/9268001NVRoP10030Box385366BooOUO090.pdf>.

record, having registered only a tiny number of cases as grievances related to forced or child labor.⁹² Some people whose cases were reported through the feedback mechanism have also been subjected to reprisals.⁹³ Despite this, the ILO and World Bank have strongly encouraged the use of the Feedback Mechanism as a means to resolve cases of forced labor and track the government's progress in addressing forced and child labor.⁹⁴

People consistently told the Uzbek-German Forum that they would not complain about spring fieldwork even if they considered it forced labor, citing a lack of confidence in the complaints mechanism and fear of reprisals for complaining. The reluctance to complain was extended to the use of the Feedback Mechanism, the president's "virtual reception center," and other channels.

Some people said the complaints mechanisms lack credibility because they are run by government agencies and it is government that forces them to work.⁹⁵ A college teacher from Syrdarya said, "I know about laws on forced labor. But who can you turn to when it is the government that organizes and oversees it! They are of no use."⁹⁶

People also expressed a lack of confidence in the independence of trade unions and the ability of unions to protect them.⁹⁷ A kindergarten employee said she had tried to discuss cotton work with her union representative, but that he did not understand what forced labor was.⁹⁸ Some also pointed to the lack of independence of the trade unions as undermining the credibility of the FTUU hotline.⁹⁹ A medical worker said that the hotlines were staffed by people "controlled by the hokim," and that she would face reprisals for calling.¹⁰⁰

⁹² In 2015 the Ministry of Labor officially accepted just 2 cases of 2,017 calls as subject to further action and the FTUU registered 68 complaints of more than 1,000 calls as related to forced or child labor, labor conditions, or payment. The Uzbek-German Forum sent 42 notifications of forced labor to the FTUU, copying the ILO, but did not receive a reply to any. In 2016 the Ministry of Labor registered as grievances 30 of 3,939 inquiries it received, identifying 2 as related to child labor and 3 to forced labor. The FTUU registered 85 of 1,902 requests as related to cotton picking, confirming 6 cases of child labor and 2 as "presenting risks of forced labor." The remaining cases related to poor working conditions. In 2016 the Uzbek-German Forum did not report cases to the feedback mechanism given its lack of effectiveness and out of concern for reprisals against complainants. See "We Can't Refuse to Pick Cotton," p. 98.

⁹³ "We Can't Refuse to Pick Cotton," p. 87.

⁹⁴ Meeting between Human Rights Watch, the Uzbek-German Forum, and World Bank officials, August 30, 2017. Meeting between members of the Cotton Campaign steering committee, including the Uzbek-German Forum, and ILO staff, August 31, 2017.

⁹⁵ Uzbek-German Forum interviews with manager of private firm, Gulistan, Syrdarya region, June 9, 2017, schoolteacher, Turtkul district, Karakalpakstan, May 21, 2017; schoolteacher, Beruni district, Karakalpakstan, June 10, 2017; doctor, Gulistan, Syrdarya region, June 3, 2017; schoolteacher, Gulistan, Syrdarya region, May 30, 2017; college teacher, Gulistan, Syrdarya region, June 2, 2017; college teacher, Uchkuprik district, Fergana region, May 25, 2017; and medical worker, Zhalakuduk district, Andijan region, May 15, 2017.

⁹⁶ Uzbek-German Forum interview with college teacher, Gulistan, Syrdarya region, June 2, 2017.

⁹⁷ Uzbek-German Forum interviews with doctor, Andijan, Andijan region, May 14, 2017; schoolteacher, Turtkul district, Karakalpakstan, June X, 2017; Uzbek-German Forum interview with schoolteacher, Uchkuprik, Fergana, June 1, 2017.

⁹⁸ Uzbek-German Forum interview with kindergarten psychologist, Syrdarya, June 10, 2017.

⁹⁹ Uzbek-German Forum interview with schoolteacher, Buvayda district, Fergana region, May 20, 2017.

¹⁰⁰ Uzbek-German Forum interview with medical worker, Zhalakuduk district, Andijan region, May 15, 2017



Medical workers are routinely required to weed the cotton fields. Jizzakh region, May 26, 2017

Others said they view complaining as useless or ineffective.¹⁰¹ A schoolteacher said that there is “no use in complaining. You would only harm yourself.”¹⁰²

People also expressed fear that they would suffer reprisals such as dismissal from their job or being expelled from university if they risked complaining.¹⁰³ A doctor said she complained several times to her union and the head of the union summoned her and threatened her that she would lose her job for spreading “misinformation” by complaining about forced labor.¹⁰⁴

The involvement of law enforcement officials in all aspects of cotton work, including spring fieldwork, had a chilling effect on some people’s willingness to risk refusal or utilize a complaint mechanism because they feared retaliation from the authorities.¹⁰⁵

¹⁰¹ Uzbek-German Forum interviews with schoolteacher, Gulistan, Syrdarya region, May 30, 2017; deputy director of public health institution, Andijan, Andijan region, May 20, 2017; Uzbek-German Forum interview with kindergarten employee, Balikchi district, Andijan region, May 12, 2017; nurse, Turtkul district, Karakalpakstan, May 22, 2017; two kindergarten teachers, Ellikkala district, Karakalpakstan, June 3, 2017; and two medical workers, Turtkul district, Karakalpakstan, June 6, 2017.

¹⁰² Uzbek-German Forum interview with medical worker, Ellikkala district, Karakalpakstan, May 20, 2017.

¹⁰³ Uzbek-German Forum interviews with college teacher, Jizzakh, Jizzakh region, May 7, 2017; college teacher, Jizzakh, Jizzakh region, May 15, 2017; university student, Jizzakh, Jizzakh region, May 14, 2017; university student, Jizzakh, Jizzakh region, May 20, 2017; university student, Jizzakh, Jizzakh region, May 23, 2017. Human Rights Alliance of Uzbekistan interviews with nurse, Pakhtakor district, Jizzakh region, May 23, 2017, and schoolteacher, Dustlik district, Jizzakh region, May 26, 2017; medical worker, Ellikkala district, Karakalpakstan, May 20, 2017; medical worker, Turtkul district, Karakalpakstan, June 9, 2017;

¹⁰⁴ Uzbek-German Forum interview with doctor, Andijan, Andijan region, May 14, 2017.

¹⁰⁵ Uzbek-German Forum interview with bank employee, Andijan district, Andijan region, May 24, 2017; deputy director of public health institution, Andijan, Andijan region, May 20, 2017; and schoolteacher, Balikchi district, Andijan region, May 13, 2017.

A teacher said she knew all about the FTUU hotline, but that the deputy school director warned her against complaining, telling her that her complaint would be sent to the prosecutor to be used against her.¹⁰⁶ Similarly, another teacher said that her director had strictly warned the school's employees not to tell anyone, especially foreigners, "anything about cotton" and that to do so would be to betray their country. Instead, he told them to quietly fulfill the government's orders.¹⁰⁷

Another teacher said that after he and his colleagues learned about the prohibition on forced labor from the government's banners, one teacher wrote to the president's "virtual reception center" asking to be exempted from spring fieldwork because it coincided with exams. Instead, the regional department of education called the school director and told him to deal with the teacher. He said, "After that, the director held a meeting and insulted the teacher in front of everyone. That was the result of refusing forced labor."¹⁰⁸

Public Awareness Campaigns Undermined

While some people interviewed by the Uzbek-German Forum said they had seen government messages about the prohibition of forced labor, they did not view these messages as credible evidence of the government's willingness to protect them from forced labor in the cotton sector. The reason for this was the fact that the government continued to organize and oversee forced labor.¹⁰⁹ For example, a college teacher said, "At the end of April the director of the college received a text message saying 'it is strictly forbidden to send teachers to work in the fields.' The director was overjoyed and showed us the message. But, as soon as May began, they told us to go to the fields to weed."¹¹⁰ The teacher said that local officials had assigned every college in the region 200 rows of plants to weed per day.¹¹¹

The government's messages about the prohibition of forced labor also appeared to be undermined by the government's continued references to cotton work, including spring fieldwork, as *khashar*, or community service.¹¹² A doctor said,

¹⁰⁶ Uzbek-German Forum interview with schoolteacher, Balikchi district, Andijan region, May 13, 2017

¹⁰⁷ Uzbek-German Forum interview with schoolteacher, Turtkul district, May 21, 2017.

¹⁰⁸ Uzbek-German Forum interview with schoolteacher, Gulistan, Syrdarya region, June 1, 2017.

¹⁰⁹ Uzbek-German Forum interviews with manager of private firm, Gulistan, Syrdarya region, June 9, 2017, schoolteacher, Turtkul district, Karakalpakstan, May 21, 2017; schoolteacher, Beruni district, Karakalpakstan, June 10, 2017; doctor, Gulistan, Syrdarya region, June 3, 2017; schoolteacher, Gulistan, Syrdarya region, May 30, 2017; college teacher, Gulistan, Syrdarya region, June 2, 2017; and medical worker, Zhalakuduk district, Andijan region, May 15, 2017.

¹¹⁰ Uzbek-German Forum interview with college teacher, Uchkuprik district, Fergana region, May 25, 2017.

¹¹¹ Ibid.

¹¹² Uzbek-German Forum interview with kindergarten psychologist, Syrdarya, June 10, 2017; medical worker, Zhalakuduk district, Andijan region, May 15, 2017; and university student, Jizzakh, Jizzakh region, May 14, 2017.

I have thought a lot about the fact that weeding is also a form of forced labor, the same as cotton picking. Recently there have been a lot of banners and posters about the prohibition of forced labor. But our government does not consider the cotton harvest and cotton weeding as forced labor, they announce it as *khashar*. You can't do anything about it.¹¹³

Others said officials do not refer to mandatory work in the cotton fields as forced labor despite the information campaign, but instead call it “state policy,” or say that refusing to perform this work would mean opposing state policy.¹¹⁴ Similarly, awareness-raising activities do not seem to have altered the expectation among officials that they can require people receiving a government salary to do any governmental work. A medical worker said, “I know about the ban on forced labor. But they don't use this word. If you are working for a governmental organization you have to do it, they tell us....We know the truth [that cotton work is forced labor] and hope that one day we will be allowed to do our jobs.”¹¹⁵

Other Forced Labor of Public Sector Employees

Many public sector employees interviewed for this report told the Uzbek-German Forum that in addition to mandatory work in the cotton sector they are required to perform other forced labor in agriculture, beautification, and public works. As with spring cotton fieldwork, this work is unpaid, involuntary, and people cannot refuse to do it because of threats or because they fear to lose their jobs or face other penalties.

Unpaid Forced Labor in the Horticultural Sector

Several public sector employees told the Uzbek-German Forum that in addition to working in the cotton fields, their supervisors or local officials required them to perform other agricultural work, such as planting pumpkins, corn, and other vegetables, working in orchards, or cultivating silk cocoons.¹¹⁶ A school director said that the *hokim* assigned the school three farms and requires the school's employees to assist with all agricultural work at these farms, including spring cotton work, planting vegetables, harvesting cotton and wheat, and cultivating silk cocoons.¹¹⁷

¹¹³ Uzbek-German Forum interview with doctor, Gulistan, Syrdarya region, June 3, 2017.

¹¹⁴ Uzbek-German Forum interviews with medical worker, Zhalakuduk district, Andijan region, May 15, 2017; doctor, Gulistan, Syrdarya region, June 3, 2017; commercial bank employee, Gulistan, Syrdarya region, June 12, 2017; schoolteacher, Uchkuprik, Fergana, June 1, 2017; university student, Jizzakh, Jizzakh region, May 14, 2017; schoolteacher, Turtkul district, Karakalpakstan, May 21, 2017; and mahalla employee, Turtkul district, Karakalpakstan, June 6, 2017.

¹¹⁵ Uzbek-German Forum interview with medical worker, Zhalakuduk district, Andijan region, May 15, 2017.

¹¹⁶ Uzbek-German Forum interviews with kindergarten employee 2, Dangara district, Fergana region, May 10, 2017; schoolteacher Bagdad district, Fergana region, May 22, 2017; schoolteacher, Buvayda district, Fergana region, May 20, 2017; schoolteacher, Uchkuprik, Fergana, June 1, 2017; medical worker, Andijan, Andijan region, May 26, 2017; bank employee, Andijan district, Andijan region, May 24, 2017; medical worker, Zhalakuduk district, Andijan region, May 15, 2017; and schoolteacher, Gulistan, Syrdarya region, May 30, 2017.

¹¹⁷ Uzbek-German Forum interview with school director, district withheld, Fergana region, May 18, 2017.

Mandatory “Public” Work

In addition to work in the agricultural sector, public sector employees said they were required to undertake other public work, such as cleaning roads, painting fences, planting flowers, and construction. They consistently said that they could not refuse to perform this work and if they did they would lose their jobs.¹¹⁸ Some said that their employers warned them that public work, including cotton-related work, was a condition of their employment, despite having nothing to do with their professional duties.¹¹⁹ Indeed, in a response to a question from a journalist about the burden of public work on public sector employees, Senator Svetlana Artykova responded by asking who else would do this work, since “nobody from outside would come to clean our streets.”¹²⁰ All public sector employees said they received no compensation for this additional work. On the contrary, some said they were required to pay for planting flowers or for replacing workers to do “public” work.¹²¹

Public sector employees in the Andijan and Fergana regions told the Uzbek-German Forum that their participation in mandatory beautification such as cleaning roads, planting flowers, and painting intensified in spring 2017 in anticipation of a scheduled visit by the president.¹²²

¹¹⁸ Uzbek-German Forum interviews with kindergarten employee 1, Uchkuprik district, Fergana region, May 10, 2017; schoolteacher, Gulistan, Syrdarya region, May 30, 2017; kindergarten teacher, Gulistan, Syrdarya region, June 9, 2017; kindergarten employee 2, Dangara district, Fergana region, May 10, 2017; college teacher, Buvayda district, Fergana region, May 21, 2017; college teacher, Uchkuprik district, Fergana region, May 27, 2017; college teacher, Uchkuprik district, Fergana region, May 25, 2017; schoolteacher Bagdad district, Fergana region, May 22, 2017; schoolteacher, Buvayda district, Fergana region, May 20, 2017; medical worker, Andijan, Andijan region, May 26, 2017; doctor, Andijan, Andijan region, May 14, 2017; kindergarten employee, Balikchi district, Andijan region, May 12, 2017; bank employee, Andijan district, Andijan region, May 24, 2017; medical worker, Zhalakuduk district, Andijan region, May 15, 2017; deputy director of public health institution, Andijan, Andijan region, May 20, 2017; and college teacher, Andijan, Andijan region, May 24, 2017.

¹¹⁹ Uzbek-German Forum interviews with doctor, Gulistan, Syrdarya region, June 3, 2017; school director, Fergana region, May 18, 2017; schoolteacher, Gulistan, Syrdarya region, May 30, 2017; college teacher, Gulistan, Syrdarya region, June 2, 2017; kindergarten teacher, Gulistan Syrdarya region, June 9, 2017; medical worker, Andijan, Andijan region, May 26, 2017; kindergarten employee, Balikchi district, Andijan region, May 12, 2017; deputy director of public health institution, Andijan, Andijan region, May 20, 2017; and college teacher, Jizzakh, Jizzakh region, May 7, 2017.

¹²⁰ “Somebody has to do it,” *Eltuz*, July 10, 2017, available at: <http://eltuz.com/en/caricature-of-the-day/776/>.

¹²¹ Uzbek-German Forum interviews with medical worker, Andijan, Andijan region, May 26, 2017; doctor, Andijan, Andijan region, May 14, 2017; kindergarten employee, Balikchi district, Andijan region, May 12, 2017; deputy director of public health institution, Andijan, Andijan region, May 20, 2017; and college teacher, Andijan, Andijan region, May 24, 2017.

¹²² Uzbek-German Forum interviews with college teacher, Andijan, Andijan region, May 24, 2017; medical worker, Andijan, Andijan region, May 26, 2017; schoolteacher, Buvayda district, Fergana region, May 20, 2017; college teacher, Uchkuprik district, Fergana region, May 25, 2017; college teacher, Buvayda district, Fergana region, May 21, 2017; kindergarten employee 1, Uchkuprik district, Fergana region, May 10, 2017; kindergarten employee 2, Dangara district, Fergana region, May 10, 2017.

Recommendations

To the Government of Uzbekistan

- Enforce national laws that prohibit the use of forced and child labor in alignment with ratified ILO conventions.
- Instruct government officials at all levels and citizens that act on behalf of the government not to use coercion to mobilize anyone to work, including in spring fieldwork, other agricultural work, street cleaning, or city beautification.
- Refrain from referring to cotton work, including spring fieldwork, as *khashar*, community service, or public duty, and instruct local officials and people responsible for recruitment, including regional and district *hokims*, *mahalla* councils, and heads of agencies not to use these terms.
- Initiate a time-bound plan to reform root causes of forced labor in the agriculture sector, including:
 - o Ending punitive measures against farmers for debts and not meeting state-mandated production quotas for cotton and other agricultural products;
 - o Ending the imposition of labor and production quotas on public institutions;
 - o Ensuring the state-established procurement prices for cotton and other agricultural products reflect the costs of production, including the cost of voluntary labor at market rates, and, over time, abolish the state monopsony on cotton purchasing;
 - and
 - o Increasing financial transparency in the agriculture sector, including by ensuring national budgets reviewed by the Oliy Majlis include expenditures and income in the agriculture sector and ensuring taxes paid in the sector go to the national budget.

To the International Labour Organization

- Include monitoring of spring fieldwork in any monitoring effort and report clearly on labor practices for spring fieldwork, including the use of involuntary child and adult labor.
- Include recruitment appeals in monitoring and reporting, including the use by officials of the term *khashar* to describe any aspect of cotton production.
- Ensure the independence of all monitoring efforts without oversight, supervision or intervention by government officials.

To the World Bank Group

- Suspend all disbursements and future financing to the Uzbek government for agriculture and irrigation projects until the government ceases to use forced or child labor in World Bank project areas, including during the spring fieldwork.

- Prior to disbursing any more funds for the relevant agriculture and irrigation projects, require the government of Uzbekistan to:
 - o Instruct all government officials and citizens that act on behalf of the government not to coerce people and institutions to mobilize forced laborers;
 - o Initiate a time-bound plan to reform root causes of forced and child labor in the agriculture sector, including ending quotas on labor and production that perpetuate forced labor;
- Amend existing irrigation, agriculture, and education project agreements to allow independent parties to monitor World Bank project areas and to prohibit reprisals against monitors, people who bring complaints or use the feedback mechanism, and people who engage with monitors. Insist publicly and privately that a condition of financing is that independent human rights defenders, journalists, and other monitors be able to work without impediment or fear of reprisals.
- Engage a third party monitor fully independent from the government to robustly research and report on compliance with core labor conventions in agriculture, irrigation, and education project areas. Such monitoring should:
 - o Include independent civil society organizations;
 - o Cover forced and child labor in the cotton sector during the spring field preparation season, as well as in the lead-up to and during the harvest; and
 - o Cover forced and child labor in the horticulture sector.
- Establish a confidential and accessible grievance mechanism and provide effective remedies, including legal and financial, to any person who is subjected to forced or child labor in the project areas or otherwise linked to the projects.

To Indorama and Other Textile Companies Operating in Uzbekistan

- Establish regular and rigorous internal and third party monitoring in Indorama's supply chain, including through unannounced inspections. Engage qualified, experienced, and independent monitors trained in labor rights. Include private, confidential interviews with workers, as well as farmers, as components of inspections. Make the results of internal and third party monitoring public.
- Include spring fieldwork in all monitoring and risk assessment measures
- Regularly publicly disclose all farms from which cotton is sourced, indicate the level of production, and disclose when the unit was most recently inspected by independent monitors.
- Verify and publicly report whether adverse human rights impacts are addressed.
- Establish a meaningful and effective complaint mechanism whereby people can submit complaints about labor abuses or other human rights violations without fear of reprisal. Ensure that adversely affected people can secure remedy for being subjected to labor abuses or other abuses and receive appropriate protection from reprisals, including legal representation to defend themselves against vexatious lawsuits or criminal complaints filed by the government.

Appendix I: List of employees assigned for planting corn and pumpkins on the outskirts of cotton and grain farming lands of the _____ district.

«Certification»
Hokim _____ region
_____ surname, name

____ April 2017

Employees of the regional organizations who were assigned to plant corn and pumpkins on the outskirts of the fields (at the beginning of the seedbed) of farms growing cotton and grain

№	Name of the farm	Cotton and cereals planting area	Of which			People assigned		
			Cereals area	Cotton area	Area of the edge contour of the field	Surname, patronymic, name	Occupation	Tel. number
1							1st school	
2							Rural Medical Clinic (RMC) №1	
3							RMC №2	
4							RMC №3	
5							Healthy Generation Organization	
6							RMC № 4	
7								
8							2nd school	
9							2nd school	
10							3rd school	
11							4th school	
12							5th school	
13							2nd school	
14							3rd school	
15								
16							6th school	
17							1st school	
18								
19							7th school	
20							8th school	
21							7th school	
22							5th school	
23							1st kindergarten	
24							7th school	
25							8th school	
26							2nd RMC	
27							7th school	

Appendix II: Weeding order

«Ўзметкомбинат»
акциядорлик жамияти
Б У Й Р У Қ
2015 й. «08» 05. *402/нф*
Бекобод ш.

Акционерное общество
«Ўзметкомбинат»
П Р И К А З
«08» 05 2015 г. № *402/нф*
г. Бекабад

“Қишлоқ хўжалик ишларига юбориш ҳақида”

Бекобод туманида хўжалик ишларини (пахта чопиғи) бажариш бўйича оталиқ ёрдамни кўрсатиш мақсадида БУЮРАМАН:

1. 2015 йил 10.05 дан Бекобод тумани қишлоқ хўжалик ишларини (пахта чопиғи) бажариш учун 210 нафар киши алоҳида кўрсатмагача юборилсин.
2. Таркибий бўлинмалар бошлиқларига:
 - 2.1 Қишлоқ хўжалик ишларига (пахта чопиғи) ходимларининг чиқиши олинган тақсимогга асосан таъминлансин.
 - 2.2 Қишлоқ хўжалик ишларига юборилган ходимлар сонидан (қишлоқ хўжалик ишларидан бўшаманган ҳолда) маъсул шахслар тайинлансин.
3. АТЦ (Салимов) буюртмага кўра зарур автотранспорт ажратилсин.
4. Меҳнат, кадрлар ва умумий масалалар бўйича бош директор ўринбосари (Халикбердиев) дала ишлари ўтказилаётган жойда овқатланишни (тушлик) ташкил қилсин.
5. Бекобод тумани қишлоқ хўжалик ишларига жавобгар этиб ободонлаштириш ва кўкаламзорлаштириш цехи бошлиғи ўринбосари вазифасини бажарувчи А.Алқулов тайинлансин.
6. МЭТВаИХБ (Камбаров) қишлоқ хўжалик ишларида қатнашаётган комбинат ходимларига тўлов ўртача иш ҳаққи миқдорига асосий иш жойидан амалга оширилсин.
7. Қишлоқ хўжалик ишларини ташкил этиш бўйича умумий раҳбарлик ва Бекобод туманидаги фермер хўжаликлари билан шартномани тузиш меҳнат, кадрлар ва умумий масалалар бўйича бош директор ўринбосари Ш.Б.Халикбердиевга юклатилсин.
8. Мазкур буйруқни ижро этиш назоратини ўз зиммада қолдираман.

“О направлении на сельскохозяйственные работы”

В целях оказания шефской помощи в сельскохозяйственных работах (прополка хлопка) Бекабадскому району ПРИКАЗЫВАЮ:

1. С 10.05 2015 года направить 210 человек для выполнения сельскохозяйственных работ в Бекабадском районе до особого распоряжения.
2. Начальникам структурных подразделений:
 - 2.1. Обеспечить выход работников на сельскохозяйственные работы (прополка хлопка) согласно полученной разрядке;
 - 2.2. Назначить ответственных лиц из числа работников, направленных на сельскохозяйственные работы (без освобождения от сельскохозяйственных работ).
3. АТЦ (Салимов) выделить необходимое количество автотранспорта согласно заявки.
4. Заместитель генерального директора по труду, кадрам и общим вопросам (Халикбердиев) организовать питание (обед) на месте проведения полевых работ.
5. Ответственным за выполнение сельскохозяйственных работ в Бекабадском районе назначить исполняющего обязанности заместителя начальника цеха благоустройства и озеленения Алқулова А.
6. ООТиЗП (Камбаров) работникам комбината, участвующих в сельскохозяйственных работах, оплату производить в размере среднемесячной заработной платы по основному месту работы.
7. Общее руководство по организации сельскохозяйственных работ и заключению договора с фермерским хозяйством Бекабадского района возложить на заместителя генерального директора по труду, кадрами и общим вопросам Ш.Б.Халикбердиева.
8. Контроль за исполнением настоящего приказа оставляю за собой.

Бош директор

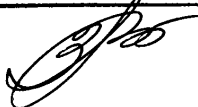
А.Нурутдинов

МКваУМ

МТЭваИХБ

ЮрБ

TASDIQLAYMAN
DEVONXONA KATTA MUBOSHIRI



Келишилган:
Касаба уюшмаси кўмитаси раиси
_____ Курбанов И.И.

УТВЕРЖДАЮ:

Главный инженер
АО "Узметкомбинат"

Хасанов А.М.

« » 2015 г.

РАЗНАРЯДКА

на распределение на полевые работы среди структурных подразделений

АО «Узметкомбинат» в 2015 году

№	Наименование	Численность на конец месяца	Количество	Примечание
1.	ЭСПЦ	821	10	
2.	СПЦ-2, Подхоз	876	10	
3.	ПТНП	743	10	
4.	СПЦ-1	377	10	
5.	Марген	322	-	
6.	Копровый	357	10	
7.	ОДУ	641	-	
8.	РМЦ	293	10	
9.	ЭнЦ	297	5	
10.	ЭнРЦ	66	-	
11.	ЭлРЦ	102	5	
12.	ЦСиТД	61	-	
13.	АТЦ	344	-	
14.	ЖДЦ	288	-	
15.	ЦРМО	191	5	
16.	ЦРМП	203	40	
17.	ККЦ	129	-	
18.	Управление	297	-	
19.	ИЦ	40	-	
20.	УИКТ	16	-	
21.	СМТ	579	-	
22.	ЦМИ	65	-	
23.	МЦ	98	-	
24.	ЦЛК	159	-	
25.	ЦЛИАМ	50	-	
26.	КИПиА	150	-	
27.	Профком	130	10	
28.	ЦБиО, надомники	685	30	
29.	ЭТЛ	30	-	
30.	СтПЦ	153	5	
31.	ПЦМ	113	-	
32.	ОТК	178	-	
33.	ВВО	136	-	
34.	ЦСиП	97	-	
35.	ЦПШО	122	20	
36.	УКС	37	-	
37.	ОМТС	102	-	
38.	Пансионат	85	-	
39.	Дол «Ёшлик»	131	-	
40.	Стеклотарный	66	30	
41.	ИТОГО:	9687	210	

Заместитель генерального директора
по труду, кадрам и общим вопросам

TASDIQLAYMAN
DEVONXONA KATTA MUBOSHIRI

Ш.Халикбердиев



Joint- stock venture
“Uzmetkombinat”
Order N 402
May 8, 2015 Bekabad city

“On Recruitment for Agricultural Work”

With the aim of providing corporate assistance for agricultural work (weeding cotton) for Bekabad district, I order:

1. Starting from May10, 2015, 210 people should be sent to the Bekabad district to carry out agricultural work until further notice.
2. To the heads of subdivisions :
 - 2.1 Ensure the departure of workers to the fields (to weed cotton) according to the allocated quota.
 - 2.2 Appoint a supervisor from among the employees sent to do agricultural work (without exemption from cotton picking).
3. The motor transport workshop (Salimov) is to supply: the necessary number of vehicles as requested.
4. The vice-director of personnel and labor force (Halikberdiev) is to organize meals (lunch) in the workplace.
5. The person responsible for carrying out agricultural work in the Bekabad district is to appoint Alkulov A, a deputy director for beautification and gardening.
6. The Labour and Wages department (Kambarov) is to make payments to factory workers taking part in agricultural work for the work carried out and in accordance with the average salary at the given work place.
7. The general management responsible for the organization of agricultural work and for signing contracts with farms in the Bekabad district should entrust S.B.Halikberdiev, the vice-general director of personnel and labour, with these duties.
8. I reserve the supervision of the observation of these given orders to myself.

General director

A. Nurutdinov

Approved :
Head of the Committee of Trade Unions
Kurbanov I.I.



UGF

