

FE Indorama Agro LLC – Cotton Project, Uzbekistan

Updated Livelihood Restoration Plan (LRP)

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ACRONYMS:

BCI	Better Cotton Initiative
CAP	Community Asset Programme
CSR	Corporate Social Responsibility
EUR	Euro Currency
GoU	Government of Uzbekistan
IAL	Farming Enterprise Indorama Agro LLC
IFC	International Finance Corporation
LLA	Land Lease Agreement
LRP	Livelihood Restoration Plan
PAP	Project Affected People
PPP	Purchasing Power Parity
NU	Nano Units
NUC	Nano Unit Contractors
NUW	Nano-Unit Worker
USD	United States Dollar
UZS	Uzbekistani Soum

1. INTRODUCTION

1.1 BRIEF PROJECT DESCRIPTION

1. FE Indorama Agro LLC (IAL) is receiving finance from the International Financial Corporation (IFC) and the European Bank for Reconstruction and Development (EBRD) for a Project to introduce modern technologies of cotton production to Uzbekistan, establish modern cultivation and mechanical harvesting of cotton to provide its local plant with a stable supply of non-contaminated raw materials.
2. The Project involves two cotton farming schemes: direct farming by IAL and contract farming engaging local farmers, who are pre-financed by IAL, to grow and deliver cotton to IAL:
 - The direct farming comprises about 56,000 hectares (ha) of land in four administrative districts in Qashqadaryo region (Nishon and Kasbi) and Sirdaryo region (Oqoltyn and Sardoba) – see also paragraph 5 for recent changes to this arrangement.
 - Contract farming was initiated by IAL in 2019 to support local (small) farms in Qashqadaryo region (Kasbi District first and later extended to Nishon District in 2020), reaching approximately 1,000 farms covering a total land area of up to 27,000 ha by 2023. IAL-contracted farms receive financial and other assistance (pre-financing, seeds, fertilizers, defoliant, and pesticides), continuous agronomic support and training, and in return will deliver cotton to Indorama at a price no less than the price set by governmental gins and/or stipulated by the government.
3. As defined by International Finance Institutions involved, the Project's key components include:
 - Re-development of cotton land plots;
 - Cultivation of the cotton lands, involving planting, crop protection , and , harvesting;
 - Construction of two cotton gins and modernization of an old gin to process harvested cotton in each of the two regions;
 - Transportation of cotton from fields (direct and contract) to the gin plants and cotton collection centres;
 - Construction of various ancillary facilities (farm depots, machine parks, multiple residential complexes for staff and families, biolaboratories, composting sites about 200 transformers, more than 100 km -km transmission line).
4. Separately from this LRP, IAL has launched various CSR activities in support of their Project, including a mulberry growing initiative that initially received technical support from the IFC and the distribution of greenhouses¹. This programme (the Community Asset Programme or CAP) was not meant to specifically target those affected by land lease termination and was more intended as the development of income-generating activities at village level with specific benefits to females, based on requests from communities and local authorities. This programme will be monitored and evaluated in 2024 by IAL. Other activities under the CAP have included: kindergarten infrastructure redevelopment, road rehabilitation, land redevelopment, water provision during extreme winter days, garbage collection from certain communities, allotted land to the local communities for livestock grazing, cotton stalk provision to the communities after harvest, provision of hay bales to the communities; and mahalla irrigation infrastructure improvement. The communities receiving the irrigation infrastructure have benefitted from access to water; those with assistance on livestock grazing have improved livelihoods through their animals; cotton stalk beneficiaries can use the residual harvest products in the kitchen, especially during winter; and those who received haybales can sell them and receive financial gains. Also, on top of cotton production, IAL has also facilitated wheat and barley production in support of overall food security in Uzbekistan.

¹ 23 greenhouses were distributed to people per lists established by District authorities.

5. From Q1, 2022, IAL have been implementing in steps a strategic change to their approach to direct farming with the establishment of “Nano Units”. Nano Units (NU) are typically headed by former brigadiers. In a first step, implemented as of Q1, 2022, each NU was taking care of 120 to 130 hectares, and about 400 NUs were established over the circa 56,000 hectares that were initially under direct farming. In that first step in 2022, nano-units were overseen by a “Nano-Unit Worker (NUW)”, who was an IAL employee ‘ hired on the basis of term employment and who was responsible for the monitoring of the quality of agro-technical operations in the Nano Unit under his/her watch. In that first, 2022 model, NUWs performed below expectations because :
 - Salaries were not dependent upon performance or total land area in the NU;
 - Phytosanitary operations were not under their responsibility;
 - They had limited initiative on selecting workforce;
 - Benefits and bonuses were limited.
6. Starting in late 2022, IAL has been amending and developing the Nano Unit model further, with a reduction in the surface area each NU is taking care of (to 80 hectares from the initial 130 hectares) per the request of NU Workers themselves, and further steps towards economic and technical autonomy of the NUs:
 - The status of “NU Worker” has been abolished, and none of NU employees are now on IAL’s payroll: they are now autonomous NU Contractors (NUC) as opposed to previous NU Workers;
 - Field Hygiene (phytosanitary treatment) is now fully under the control of NUCs and executed by NUCs themselves rather than by IAL or contractors to IAL;
 - NUs are at liberty to hire their own employees from nearby communities in collaboration with Mahalla (local administration) leadership;
 - NUs are charged supervision fees by IAL based on the actual field area under monitoring. These fees are meant to cover technical monitoring and advice by IAL agronomists and other technicians.
7. NU Contractors are legally established as LLCs. Their payment is on a per activity and per hectare basis. They are not contract farmers like those in Kasbi and Nishon districts, who are paid based on cotton tonnage delivered to the Company. Rather, they are farming contractors employed and paid on a per-surface basis. As of 2023, NU terms of contract include a supervision fee and an yield incentive (a monetary bonus to supervise the work of the machinery operating on their fields, to ensure there is no grazing or stealing happening in the field, and to secure it from external threats). The shift from NUW to NUC is now complete.
8. In addition, IAL service providers, such as irrigation specialists and agronomists, can provide technical support to NUs at their discretion. NUCs are also free to hire whichever workers they are willing to in cooperation with IAL and the local administration.
9. Further details on the “Nano Unit Journey”, including the organization chart of Nano-Units within the overall IAL production organization, are available at <https://www.indorama-agro.com/public/report/NUW-NUC-journey.pdf>.
10. It is important to note that Nano Units were not fully in place at the time of the baseline surveys that serve as basis for this LRP and, as a result, were not captured as such with specific interviews or questions.

1.2 LAND ACQUISITION PROCESS AND CHRONOLOGY

1.2.1 The Cotton Sector Reform in Uzbekistan

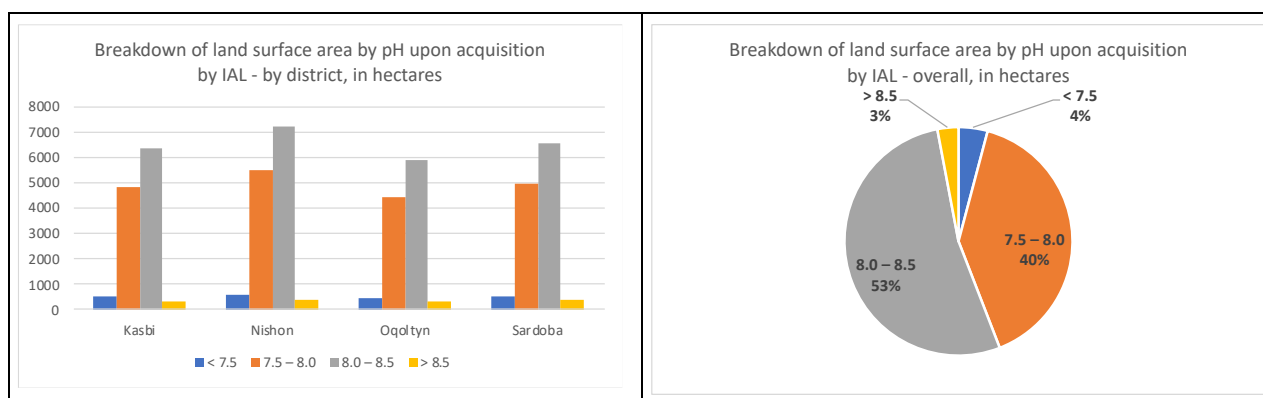
11. Since Uzbekistan became independent in 1991, cotton farming, transformation and marketing had been entirely organized by the State. Cotton growers were expected to meet pre-determined quantitative objectives and had no option but sell their produce to State institutions. The sector was affected by significant issues of child and forced labour, which led

to a boycott by some large buyers. From 2017, the GoU embarked into an ambitious reform of the cotton sector. One of the aspects of this reform was the formation of “clusters” under the responsibility of private companies. These companies would replace State agencies in organizing cotton farming in a certain territory, and further processing and putting the cotton to international markets.

1.2.2 Land Acquisition Process for the IAL Cluster

12. FE Indorama Agro LLC (IAL) was established in 2018 after the Government started this privatization process for the cotton farming sector in the country. In August 2018, the GoU established a decree to allocate land to the Project. Rural land in Uzbekistan is State-owned and had previously been allocated to private farmers based on long-term leases. Rather than expropriation, the main avenue for the State to secure privately used (but not privately-owned) land in the public interest is to terminate land lease agreements (which are passed and managed at the level of District Hokimiyats²). After the Decree, District Hokimiyats had an option between either using expropriation or seeking voluntary termination by farmers of their land leases. They chose the latter and organized the land acquisition process accordingly, the principle being that farmers would agree to terminate their land lease on a willing basis without coercion.
13. Land that was earmarked for allocation to IAL was generally land of relatively poor quality with limited potential, because of soil, irrigation or access issues. The better farms were meant to be deliberately avoided by the land acquisition process. For example, soil analysis revealed that 56% of the surface area leased to IAL by the Government had a soil pH above 8 (alkaline). A high pH makes land more susceptible to erosion and creates a number of fertility issues, particularly in relation to nitrogen availability to roots, and reduces the efficiency of phyto-sanitary treatment. This can be corrected through application of organic matter and acidifying fertilizers such as ammonium sulfate, which releases hydrogen cations and acidifies the soil accordingly. However, the quantity of organic matter and fertilizers required to correct these fertility issues were typically beyond the reach of ordinary farmers. Land was also often not properly levelled, making irrigation ineffective and causing plant spacing and density issues due to accumulation of water in some areas and lack of water in others. The following figure shows the distribution of pH values for land that was received by IAL further to the land acquisition process:

Figure 1: Distribution of pH Values of Land Received by IAL before Reclamation



² Local administration offices representing the central government at District level.

14. Irrigation and drainage infrastructure was also in poor condition or not repairable throughout land leased to IAL, and the company upon taking over the land and over the four subsequent years had to invest very significant effort into correcting the land characteristics and making it irrigable and cultivable, as follows:
 - Levelled more than 16,000 Ha of land.
 - Build or rebuild 65.8 km of irrigation canals;
 - Clean 1080 km of irrigation canals;
 - Clean 52 km of drainage collectors and 198 km of drainage ditches that were ineffective due to accumulation of sediment;
 - Convert or “re-convert” 6500 hectares of dry land to irrigated land.
 - Install 330 new pumping stations; and
 - Apply 34,000 tons of compost to correct soil fertility.
15. In addition, a notable proportion of individual lessees were in high indebtedness and the government decided to waive upon them handing back their leases.
16. Lessees whose land was earmarked for allocation to IAL were invited by District Hokimiyats to terminate their Land Lease Agreements (LLAs) voluntarily and were provided, as an offset, with the opportunity to take up a job at Indorama Agro. Where land was specifically improved (canals and other improvement works), Indorama Agro paid cash compensation to land users who had implemented such improvements. The process was considered successful as a large majority of lessees terminated their LLAs and took up a job at IAL.
17. In all Project districts, Hokimiyats negotiated with the affected farmers with land lease agreements asking them to terminate their rights to lease land plots. All land for direct farming has been acquired through negotiated settlement, with no disputes requiring legal intervention. A limited number of farmers refused to surrender their land (about 7% overall). IAL was not directly involved in the land acquisition process, which was entirely managed by Government agencies under the leadership of each District Hokimiyat.
18. The poor quality of land handed over by farmers and the debt grace mitigated livelihood impacts to farmers. However, this remains a key impact of the Project from a social perspective, which was meant to be offset by durable employment at Indorama.
19. The land allocated to the Project was generally meant for farming (although much of it was actually unused) and does not accommodate any houses or small businesses. As a result, there was no physical displacement. Based on the inventory done at the time, a total of 1,155 cotton farms (including 65 female-headed farms) were approached by the Government in the land acquisition process and 1064 farms (including 12 female-headed farms) agreed to terminate their land lease agreements, while 87 farms decided to continue their own operations and four households asked to receive replacement land. It was also estimated at Project inception that around 9,000 temporary employees of the farms, whose LLAs were terminated, were affected by loss of such temporary employment. There was no detailed inventory of these temporary workers at the time. The estimated number of affected seasonal workers is consistent with workforce typically required on a seasonal basis to farm cotton in the conditions of the Project areas. IAL has also eliminated forced and child labour, which used to be common in cotton farming in Uzbekistan, particularly at the time of harvest where schoolchildren were forcibly taken to participate in cotton picking. The President of Uzbekistan stated in 2022 that the cotton sector was free of child and forced labour, which had been flagged as a major problem of cotton production in the country ever since the collapse of the Soviet Union.
20. The current number of those farmers that are still in employment at IAL was requested from the HR department. Reconciliation of lists of affected people with those of employed people was done in end 2023 and allowed obtaining an accurate picture of the effectiveness of the employment mitigation.

1.2.3 Economic Displacement Impacts

21. The Project entails no physical displacement. Although previous farm leases were terminated based on voluntary decisions by each farm to form the Indorama Agro cotton cluster, PS5 Land Acquisition and Involuntary Resettlement is considered applicable, as expropriation could have been imposed if negotiated settlements failed. Therefore, impacts of economic displacement of farm leasers and farm workers that took place as a result of the process of land acquisition and consolidation need to be addressed. Land for other Project facilities (such as gins and residential camps) was government-owned and not leased to other users, so no individual land users were indirectly affected by these facilities. A 5-km long transmission line was built to connect a new ginning facility in Okoltyn district to the national grid. By 2022, other 10kV lines were built, in Syrdaryo (21.5 km long) and in Kashkadaryo (43.1 km long). These lines were built by Uzbeknergo, the public electricity utility of Uzbekistan. The land was allocated by the government of Uzbekistan. IAL reported that the power transmission line route crosses fields currently leased by IAL and had been acquired within the main land acquisition exercise. No farmers were additionally impacted by the construction phase as a result.
22. The land allocated to Indorama was deliberately selected amongst the least productive land, with saline or alkaline soils that required specific fertilization and restoration to be reinstated to normal productivity, and obsolete irrigation or drainage, in an effort to minimize economic displacement on good land and maximize Project benefits through reclamation of that land to proper productive potential. Details are provided above in paragraphs 13 and 14. The land acquisition process for the Project was led by the District Hokimiyats. A total of 1,155 cotton farms were approached by the GoU in the land acquisition process and 1,068 farms agreed to terminate their land lease agreements (LLAs) or land use (in the cases of informal leasing), while 87 farms decided to continue their own operations on the same basis as before.
23. Farms were typically run as small businesses with farm workers hired by farm leasers at an average of one full-time equivalent for every 10 hectares of cotton land. The termination of LLAs could be either voluntary (termination by the farmer) or compulsory if required by the government. In this case, the termination of LLAs was considered voluntary as farmers had an option to refuse and expropriation was not used. However, while the termination of LLAs can be considered voluntary, PS5 remains applicable as the Government could have used expropriation if needed. There was a grievance mechanism supported by the local government that farmers and farm workers could use during this process of land acquisition. However, no grievances were recorded during the land acquisition process, which may testify to the fact that this grievance mechanism was not properly working and affected people shied off from submitting grievances. People invited to speak freely in Focus Group Discussions³ organized by the IFC team in September 2020 confirmed at the time that the process had been voluntary and they were satisfied with it as they deemed the offset to termination of LLAs (taking up a job at Indorama Cotton, or alternative employment) to be an attractive alternative to farming.
24. In summary, approximately 1,000 land lease agreements were terminated to allocate land to the cotton clusters in a process that was assessed as voluntary, per the same guidelines as those implemented throughout the country for all similar cotton clusters. The main offset to this significant impact was to be employment at Indorama.

1.3 SCOPE OF THIS REPORT

25. Detailed baseline information was not originally collected for all sub-districts during the initial land allocation process (which took place in 2018-2019 and was entirely organized and implemented by Government district level administrative offices). While some data were gathered, there was no systematic survey and livelihood information was insufficient. In addition, there were significant gaps, such as seasonal employees that were not captured at all. Consultants at the time had undertaken a desktop review of available statistical and regional

³ A total of 49 people were interacted with in 10 focus group discussions in all districts. The baseline report provides details.

socio-economic information from websites and reports, and completed site visits to conduct focus group discussions with direct farmers, contract farmers and community members. The initial LRP was built on this initial information.

26. This new version of the Livelihood Restoration Plan (LRP) is established further to the baseline update surveys carried out in May and June 2022 (baseline report submitted separately). Further studies, including database consolidation and surveys of affected people, were conducted directly by IAL in Q4, 2023 to update this LRP. One of the objectives of the baseline surveys conducted in 2022 was therefore to reconstruct the baseline, to the extent possible, based on available data and ex-post interviews with the farmers that can be identified. This new version of the LRP is now built on much more robust data than the initial one.

2. METHODOLOGY TO DEVELOP THIS LRP AND ADDITIONAL 2023 SURVEYS

2.1 OVERVIEW OF METHODOLOGY FOR DEVELOPMENT OF THIS LRP

27. The methodology to develop this LRP was centered around the following:
- Refining eligibility criteria to focus LRP activities on those actually affected amongst the group of ca. 1,000 farmers that have lost their agricultural land to the IAL cluster;
 - Surveying those deemed eligible to better understand their current livelihoods and needs.

2.2 REFINING ELIGIBILITY

2.2.1 Reconstructing the Database of Affected Farmers

28. While it was known from initial studies (2019-2020) that the total number of affected farmers was around 1,000⁴ in all four districts interested by the IAL cluster, a full, consolidated and verified list was not available, which had posed various problems at the time of undertaking the 2022 livelihood surveys. With guidance from this consultant, IAL therefore undertook in end 2023 to reconstruct the database of affected farmers, an exercise that had been identified as a priority in previous iterations of this LRP.
29. Fresh lists of affected farms were prepared by collecting data from hard copies of Land Acquisition Decrees issued by district Hokimiyats issued at the end of 2018. These Land Acquisition Decrees cancelled land lease agreements with farmers and ordered to return the farmlands to the State Reserve Lands, which were later leased out to IAL. Based on this exercise, a first list of about 900 farms and state organizations was established, with significant gaps in the Kasbi district in Kashkadarya province, for which only 12 decrees were readily available, far from the total of affected farms in this particular district. Eventually, the local IAL team was able to gather the decrees for this district too, and 320 entries were added for Kasbi to the final database.
30. This resulted in a tentative list of 1,220 farms, as shown in the following table:

Table 1: Interim Number of Affected Farms from Expropriation Decrees

Region	Affected Farms	District	Affected Farms
Kashkadarya	654	Kasbi	332
		Nishon	322
Syrdarya	566	Ok Oltin	213
		Sardoba	353
Total		1220	

31. Amongst these farms, it is worth noting that a significant number had either saline lands or inoperative irrigation systems as described in more detail in paragraph 13 and 14 above.
32. Further, duplicates (same PAP involved in several farms) and state organizations were removed from the list, resulting in a second list of 1,164 PAPs. Lastly, it was found that amongst these 1,164 PAPs, 102 had been wrongly identified as having surrendered their land to IAL, while in fact their land had been acquired for another cluster (Sardoba Universal Cluster in

⁴ The best number available was 1,068, derived from MottMcDonald documents prepared at the time of the Project review by lenders (initial LRP and ESIA) but no detailed substantiation or full lists were available.

Sardoba district of Syrdarya)⁵. The final list was therefore 1,062 PAPs, as shown in the following table:

Table 2: Final Number of Affected Farms and Distribution

Region	Affected Farms	District	Affected Farms
Kashkadarya	624	Kasbi	308
		Nishon	316
Syrdarya	438	Ok Oltin	203
		Sardoba	235
Total		1062	

33. It is important to note that no data was kept regarding how many farm workers and seasonal workers who worked on the land acquired by the company from the Government for direct farming. However, the number of farm workers (is thought to be proportionate to the farmland i.e. approximately one worker per 10 ha. Also, it is important to note that since IAL is still in the business of cotton and cereal production like what it used to be before, the farm labour would find suitable work in the new organization also.

2.2.2 Eligibility Criteria

34. Eligibility criteria for LRP benefits were reworked to ensure that the LRP would benefit those remaining affected. It was therefore decided to filter the 1,062 PAP list from those having worked or still working at IAL, since employment was meant as the key mitigation of livelihood impacts.
35. By checking IAL’s HR registries and reconciling them with the list of 1,062 farmers described above, it was found that out of the total number of PAPs, 575 (ca. 54%) had effectively been in employment at IAL, and either were still in employment (319 PAPs, ca. 30% of the total 1,062) or had been in employment (256 PAPs, ca. 24% of the total). These 256 PAPs have worked for various durations at IAL (average duration of 634 days, and some members working as many as 1680 days). Their socio-economic analysis will be carried out later to assess their status and their potential eligibility will be determined thereafter.

The review of their employment records indicates the following:

- 32 are now working in Nano-Units Contractors;
- 93 have exited employment after working between 1 and 2.5 years;
- The median duration of their employment at IAL is 509 days (seventeen months) and the average is 634 days (21 months);
- Reasons for quitting appear to be:
 - Voluntary resignation;
 - Better opportunities outside (including outside Uzbekistan)
 - Deaths
 - Expiration of contract
 - Quitting and becoming Nano Unit contractor

⁵ Per Decision of the “Committee on the further development of reforms in Agriculture” headed by the Deputy Minister of Uzbekistan Mr. Shuhrat Ganiev (Protocol #03-03/1-668 of 26.02.2021).

36. Meanwhile, 458 PAPs (ca. 43%) had never worked at IAL, while 29 refused to answer. Working further on the list of 458 PAPs that had never been in employment at IAL, the following distribution of current livelihood situations was established:

Table 3: Distribution of Current Livelihood Situations for PAPs Never Employed at IAL

The **bold font** in the table below denotes categories tentatively deemed eligible for further LRP benefits.

#	Current Occupation	PAPs	PAPs (%)	Eligible for LRP
1	Farmer (Other cluster, Horticulture, Livestock, Fishery, etc.)	100	21.8%	
2	Working in government organisations	39	8.5%	
3	Entrepreneur	31	6.8%	
4	Permanent worker in private sector	18	3.9%	
5	Pensioner (retired)	56	12.2%	
6	Unemployed	112	24.5%	112
7	Migrant worker (Russia, Kazakhstan)	33	7.2%	33
8	Taxi driver	11	2.4%	11
9	Tractor driver/operator	10	2.2%	10
10	Casual worker (construction, electrician, cook, etc.)	9	2.0%	9
11	Disabled	1	0.2%	1
12	Student	1	0.2%	1
13	Deceased	23	5.0%	
14	Moved out	14	3.1%	
	TOTAL	458	100.0%	177

37. For those PAPs who are not yet identified or located, IAL commits to offering support and assistance if and when their eligibility is proved. Pensioners have not been deemed eligible at this point since they receive a pension, which ensures minimum income. Pension amounts were increased per a November 2023 Decree taken by the President of Uzbekistan, with the minimum pension amount now being UZS 725.000 (USD 58) per month. Other benefits such as disability allowances were also increased by the same decree (now UZS 800,000 per month).
38. Should people not deemed eligible at this point be willing to challenge their being assessed as non-eligible, they will be able to lodge a complaint into the IAL grievance mechanism. Their status will then be reviewed by IAL and they may become eligible should their livelihood circumstances warrant. The grievance system will be open to such claims for a duration of three months.

2.2.3 Selection of Persons Eligible to the LRP Packages

39. A total of 177 PAPs of the initial 1,068 have been pre-selected to be eligible for LRP benefits. These belong to the following categories:
- Unemployed
 - Migrant workers (Russia, Kazakhstan), deemed to be in a fragile economic situation causing their out-migration;
 - Taxi drivers, a profession that is overcrowded in most rural areas of Uzbekistan and is often a poor safety net for males unable to find other opportunities;
 - Tractor driver/operator (same as above for taxi drivers);
 - Casual worker (construction, electrician, cook, etc.), with no perspectives for stable employment;

- Disabled individual⁶;
- Student.

2.3 ADDITIONAL 2023 SURVEYS

2.3.1 Objectives

40. An additional survey was conducted in Q4, 2023 to address information gaps in available data about people considered eligible. The survey sought to understand the specific challenges and opportunities in rebuilding livelihoods, and to provide meaningful data for LRP development and resource allocation. It also aimed to gather further detailed information about preliminarily identified eligible affected farmers (the 177 persons mentioned in section 0 above), their current livelihood status, average household income, and to inform the development of appropriate activities to restore and support sustainable livelihoods.

2.3.2 Methodology

41. The survey was conducted in face-to-face interviews in December 2023 or by telephone where the interviewee was not readily available, based on a structured questionnaire (see Appendix 1). The questionnaire addressed the following:
- The affected persons and their household (members, activity, age, education level);
 - Types of livelihood options that the affected persons are interested in pursuing for restoration, including any specific skills and training they may require to engage in these livelihood activities;
 - A check of whether the affected person or other household members had worked at IAL and for how long.
42. The survey was conducted by IAL staff, including 5 qualified interviewers from the IAL ESG Team who had experience in conducting similar surveys (job satisfaction survey, CSR impact survey etc.). All staff involved received training on the questionnaire.

2.3.3 Key Outcomes

2.3.3.1 Unreachable PAPs and Survey Refusals

43. Out of 177 PAPs surveyed, 15 could not be reached. However, it was somehow possible to find out their personal details through indirect interaction (neighbours, Mahalla leaders). Most of them have moved out of the region. They will be kept in the roster of potentially eligible persons until further information can be gathered on their livelihood circumstances.
44. 6 PAPs refused to participate in the survey, stating either that they are not in need of livelihood restoration or are unwilling of any further involvement with IAL. This leaves 156 PAPs that were actually administered the survey. These people will be kept in the roster of potentially eligible persons and may apply through the IAL grievance mechanism, in which case their livelihood personal circumstances will be reviewed.

2.3.3.2 Employment at IAL

45. It was also found that 46 of the remaining 156 PAPs initially identified as having never worked at IAL had in fact been employed (either themselves or a member of their household). Results are shown in the following table:

⁶ This person may not be able to pick up any of the offered options. A specific package may be needed. He/she will be interviewed again (see section 3.2.2) to define what support could be adequate.

Table 4: Employment at IAL Amongst the 156 Tentatively Eligible PAPs

Region	District	Never worked at IAL	Worked at IAL	Total
Kashkadarya	Kasbi	13	22	35
	Nishon	45	11	56
Syrdarya	Ok Oltin	29	9	38
	Sardoba	23	4	27
Total		110	46	156

46. As seen in the table above, 46 PAPs were found to have worked at IAL (or one member of their household), with 4 households having two employed members, of whom 20 were still employed at the time of the survey. The average duration of employment is 20 months. These PAPs will be excluded from the final eligibility list at this point, but may apply through the IAL grievance mechanism, in which case their personal livelihood circumstances will be reviewed.

2.3.3.3 Current Livelihood Activities

47. Current occupation of PAPs were asked, and according to results about 61% are unemployed, 12% are working outside of the region, and 9% are self-employed casual workers. The rest 5.5% are retired persons who receive state allowance, and about 13% are employed.

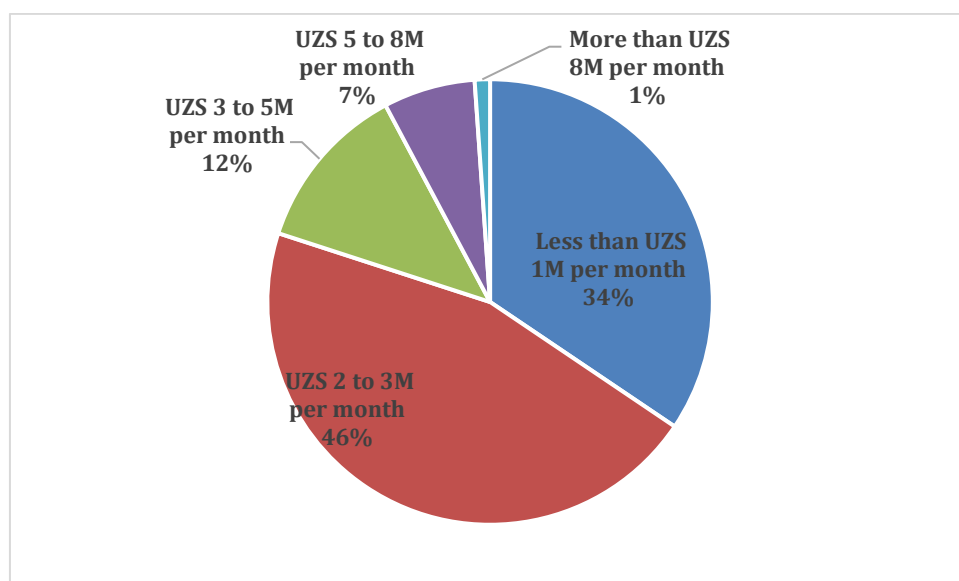
Table 5: Current Livelihood Activities of PAPs

The **bold font** in the table below denotes categories eligible for further LRP benefits.

Current Occupation	Number	Share (%)	Eligible for LRP
Unemployed	67	60,9%	67
Migrant worker	13	11,8%	13
Casual worker	10	9,1%	10
Employed by private company	7	6,4%	-
Pensioner	6	5,5%	-
Employed by State Organizations	5	4,5%	-
Businessperson/Salesperson	2	1,8%	-
Total	110	100,0%	90

48. Excluding those who were found in the survey to have a sustained livelihood activity (regular employment, pension, small business), the final number of eligible PAPs is 90, with another potential 15 that could not be contacted and will be kept in the overall roster until their personal economic circumstances can be clarified, hence a total number of 115 eligible PAPs. As mentioned in paragraphs 37, 38, 44 and 46, PAPs in other categories (pensioners, people employed at IAL for short durations, others) will be able to apply through the IAL grievance mechanism, in which case their personal livelihood circumstances and potential eligibility at the time will be reviewed.
49. Income levels are generally low amongst the 90 PAPs. The distribution is shown on the following graph (UZS 1M = EUR 74). 80% of these PAPs state they live on less than EUR 150 per month per household.

Figure 2: Distribution of Income Levels (UZS per month per household) amongst the 90 Eligible PAPs



2.3.3.4 Support Expectations

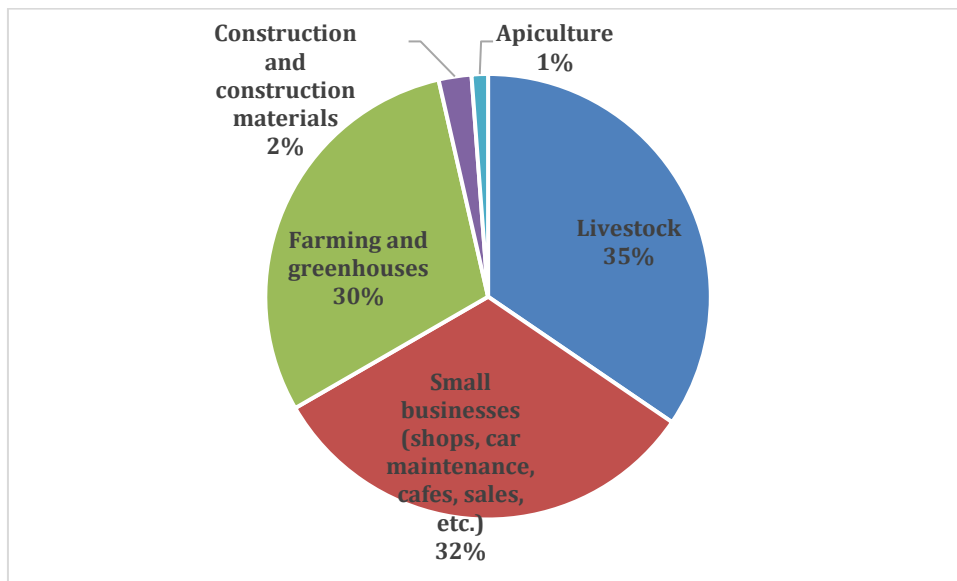
50. People were asked which livelihood activities they would be most interested in. Answers as stated by interviewees are reflected in the table below:

Table 6: Livelihood Activities Mentioned by PAPs as of Most Interest to Them (90 PAPs, 84 Answers)

Type of livelihood activity PAP is interested in	Count	Share (%)
Livestock	29	34.5%
Farming (cropping and livestock breeding)	24	28.6%
Sale of groceries (shop)	15	17.9%
Car maintenance	3	3.6%
“Production”, meaning processing and packaging of agricultural produce for better marketing, typically using mid-size equipment imported from China	2	2.4%
Sewing	2	2.4%
Apiculture	1	1.2%
Construction	1	1.2%
Construction materials sale	1	1.2%
Greenhouse	1	1.2%
Kindergarten	1	1.2%
Production of window profiles (AKFA)	1	1.2%
Road café	1	1.2%
Sales	1	1.2%
Service, business	1	1.2%
Total	84	100%

51. Grouping these activities by broader categories, results are shown in the graph below:

Figure 3: Distribution of Desired Livelihood Activity by Broad Category



52. The conclusion is that there are three broad categories that 97% of affected people overall are interested in, each accounting for about one third of people surveyed:
- The development and improvement of animal breeding;
 - Small businesses, including shops, car maintenance, roadside cafes, processing and packaging of agricultural produce;
 - The development and improvement of farming, with livestock breeding as a secondary activity and one mention of greenhouses.

All our PAPs come from a farming background. Hence we chose livelihoods that are close to farming. This will give us sustainable success for the Livelihood Restoration programme.

3. UPDATED (2024) LIVELIHOOD RESTORATION PLAN

3.1 PRINCIPLES

3.1.1 Premises

53. The premises upon which the updated (2024) livelihood restoration strategy is built are the following:
- Employment at IAL was the key mitigation of land acquisition impacts per the 2020 LRP. Of the 1062 farmers affected by land acquisition, it appears that 58.5% have been or are still employed by IAL (including both direct employment and nano-unit employment). A review over a sample of 95 affected people suggests that the average duration of employment is 21 months, and their reasons for quitting include voluntary resignation and shifting to a Nano-Unit (see below).
 - Nano Units established in 2022, which were further strengthened in 2023, and the associated incentive policy, represent an important aspect of the Company's livelihood restoration strategy: these Nano Units will be further developed into viable farming businesses with specific support and incentives from the Company. Their development has the potential to employ affected people that were either initially or never employed by IAL. Nano Units are therefore one pillar of the overall livelihood restoration strategy.
 - It was found in late 2023 surveys that, out of the initial 1062 persons affected by land acquisition for the IAL cluster, the vast majority had either been employed by IAL (or were still employed) or had restored their livelihoods by themselves (small businesses, agriculture, employment in other private companies or in state organisations). However, a remainder of 90 PAPs (plus potentially a maximum of 15 that could not be reached) were in potentially difficult livelihood situations (unemployed, employed on a casual labour basis or in small businesses with limited profitability such as rural taxi or tractor drivers, out-migrants, disabled). These people will be the primary target of the LRP and will be eligible. Others may be added (such as pensioners for example) if their situation, as assessed for example by local Mahalla leaders, justifies supplemental support.
 - When interviewing the 90 primary target PAPs, it appeared that the expectations for support of 97% of them revolved around three broad themes (roughly one third of PAPs for each of the three themes):
 - The development and improvement of animal breeding;
 - Small businesses, including shops, car maintenance, roadside cafes, processing and packaging of agricultural produce;
 - The development and improvement of farming, with livestock breeding as a secondary activity and one mention of greenhouses.
 - IAL suggests that agricultural activities have more chances of success given the agricultural background of most PAPs. IAL is also in a better position, given their own activities and expertise, to provide support to agricultural improvement. There is mixed experience in Uzbekistan and elsewhere with animal breeding, PAPs having the possibility to cash in on the animals when cash needs arise, therefore terminating the activity by selling the animals. Also, converting people with an agricultural background into business operators is assessed as potentially risky. The LRP will therefore be focussing more on agricultural improvement, with two packages that include many options, such as supporting the establishment of greenhouses and facilitating horticulture
 - Another package will aim at providing vocational training to those PAPs that may be interested, through linkages with the “mono-centres” established in regions by the Government.
 - As described in the baseline report, 2022 focus group discussions also indicated a lack of awareness of the mulberry planting initiative launched by IAL with IFC support, and some

scepticism as to its potential outcomes. This needs to be corrected by an enhancement in awareness and stakeholder engagement activities around this particular component. Otherwise, as it is too early to assess the livelihood outcome of the mulberry initiative, it needs to be given more time to develop and yield results, with extended monitoring to be added to this LRP.

3.1.2 Eligibility

54. Eligibility criteria for livelihood restoration activities in this LRP target in priority: Those affected people who have not been able to fully restore their livelihoods, that is that are not in employment at either IAL or Nano Units, are not in other stable employment, and are migrant workers, unemployed, employed in small businesses of limited profitability (such as taxi or tractor drivers). If a PAP is found ineligible for a LR option or does not agree to any of the LR option for himself/herself, then IAL may consider/nominate a direct family member to avail the LR options mentioned below.
55. 2023 surveys suggest that the total number of such PAPs is between 90 and 105 (90 substantiated plus a maximum of 15 that could not be reached and whose current livelihood status has to be verified).
56. People that have not been deemed eligible at this point will be able to apply to LRP benefits by lodging a grievance into the IAL grievance mechanism. The merit of their claim will be reviewed as follows:
 - Verification that they are eligible in principle (were registered as having lost their land, were not employed (including their close family members), were not identified in the 2023 survey as employed);
 - Verification of their current livelihood circumstances (pensioner, unemployed, otherwise potentially vulnerable);
 - Verification with local leaders at mahalla level of these circumstances;
 - Judgement call on their potential eligibility and validation within the IAL ESG team.

3.1.3 Support Packages

57. Key activities in this updated LRP are structured in three packages as follows:
 - Package 1 – Greenhouses: Eligible PAPs that choose this option will be supported with the already established greenhouses, each over 3,000 m², with a check on their access/commute distance from their house to the greenhouses. The Company may also support if required, the transportation of greenhouses to the PAP's preferred location.
 - Package 2 – Horticulture: Eligible PAPs⁷ that choose this package will be supported with the establishment of horticulture over 5,000 m². This option will be implemented only if permitted by the District Khokimiyat's office and if land allocation procedures are duly followed. If this option does not work due to reasons beyond IAL's control, then the PAPs who opt for it will be requested to opt for other options.
 - Package 3 – Vocational training: Some eligible PAPs may be financially supported with vocational training that the local universities and mono centres offer with conditions to apply (see Appendix 2). IAL will facilitate access and pay for the training of eligible PAPs to available training courses in existing local and regional training institutes, subject to successful completion of a minimum qualification that applies to those training courses. A PAP will receive only one training from the mono centre.
58. In addition, IAL will enhance the awareness of the silk farming initiative developed as part of its past CSR activities to improve its livelihood restoration effects, which are expected to be particularly beneficial to women, as awareness of this activity was shown in baseline studies to

⁷ The percentage of PAPs opting for this package will be updated after the feasibility/consultation phase.

be limited. Awareness and training sessions in the local mahalla centres/schools will be conducted by trained staff or experts.

59. Choice between the three different packages will be based on individual consultation with eligible PAPs per the process in section 3.2.2 below.
60. With regards to greenhouses, IAL has assessed the potential of this option. A brief economic analysis follows:
 - The earning of an NUC in 2024 is around USD210 every month plus the productivity-linked incentives that are received at the end of the crop season.
 - The owner of a 0.3 ha greenhouse has the potential of earning up to USD 230 per month, after deducting the expenses that he had for inputs, planting etc. For example, 1 ha of land can produce around 100 tons of tomatoes. This of course will depend on the farmer skill, availability of water supply, fertilizers, seed input etc.
 - Based on our feasibility study/ visits made by the LRP Coordinator, greenhouses can be a good income generation opportunity to produce/sell fresh vegetables and herbs (rose hips, fruit trees etc.) for several years all-year round, both in winter and summer, and approximately USD 230 monthly income.
 - Also, in Feb 2021 IFC (supported by IAL) made an assessment of a program to establish small greenhouses for the local unemployed/low-income households. IFC consulted FAO (Food and Agriculture Organization) specialists who successfully started a similar project in Bukhara and Kashkadarya regions of Uzbekistan in 2020, along with visiting and interviewing several beneficiary families. It was determined that if the greenhouse was used efficiently, each household could potentially earn up to 30 million UZS (appr. 3,000 USD) per year at the 2021 exchange rate.

3.2 PREPARATION – FINAL CONFIRMATION OF ELIGIBILITY AND CHOICE OF SUPPORT PACKAGE

3.2.1 Final List of PAP

61. Potentially eligible PAPs (90 PAPs with a maximum of 105 PAPs, see paragraph 55) will be contacted once again by IAL to confirm their eligibility based on a verification of their economic circumstances at the time the LRP is initiated (Q2, 2024). Another trial to reach the 15 PAPs that could not be contacted in 2023 will be made and these people will remain eligible. Supplemental eligibility claims will be considered through the IAL grievance mechanism. The list of eligible PAPs will be refined and finalized on that basis.

3.2.2 Consultation and Enrolment

62. In addition, a short leaflet on each of the packages available will be prepared to help PAPs make a final option between these such that a final list of PAP enrollment into each of the three options be prepared. Each eligible PAP from the final list, as established per the section 3.2.1 above, will be engaged by IAL staff on an individual basis to explain available options and establish their choice. The disabled individual may be offered a specific support package and he/she may be unable to implement the proposed activities.
63. The outcome of this activity is a final list of PAPs with the activity selected by each.

3.2.3 Refining the Feasibility of Support Packages

64. Each of the three packages will be refined in a feasibility-level study to identify the following:
 - Training institutes or experts that can participate in the programme for each package and each of the two regions. Financial support will be provided along with the provision of appropriate toolkits (including silkworms/cocoons) to facilitate their employability and income-earning potential.
 - Transportation of the greenhouse to a location where the PAP can conveniently access it and possible provision of water supply where the PAPs do not transfer the greenhouse.

- 4 borewells (1 in each district) to support the PAPs with water supply for the greenhouse on condition that the greenhouses are operated from locations where they are currently in.
 - Implementation partners (organisations, and/or subject experts for technical training into greenhouse establishment and management and into horticulture, and for technical assistance/monitoring of PAPs);
 - Partner with local women committees to get the trust and attention of the communities and collaborate with them to distribute information and educational materials on silk farming initiatives during meetings or events to ensure the information reaches the right audience.
65. As PAPs are settled in remote rural areas the greenhouse/agriculture plays a critical role in the economic system as it can help reduce poverty, raise incomes, and improve food security, amongst many other benefits. In addition, a final list of available training courses (see Appendix 2) has been prepared for each of the two regions, with conditions of admission (cost, educational level required, duration) and a description of the application process. IAL will facilitate access to these courses by providing support described in section 3.5 below.
66. The way forward for the silk farming initiative awareness enhancement campaign, which is part of the CAP, will also be refined by IAL and described to the PAPs during consultation. Please note that the silk farming awareness enhancement initiative chosen by the PAPs will be considered as an LRP package with the condition that they will find on their own enough mulberry leaves around their communities. The IAL mulberry initiatives will continue to be in the CAP category with the intension to improve the livelihood of the communities living around the IAL mulberry fields. The related plan will be shared with Lenders in Q2, 2024 as part of the document mentioned in paragraph 67 below. However, it is important to note that the IAL Mulberry initiative is not part of the LRP.
67. The outcome of this activity is a detailed project implementation sheet for each package identifying implementation partners, schedule and final budget. This will be prepared by IAL internally in the form of a presentation for stakeholders to review and provide feedback and shared with lenders.

3.3 PACKAGE 1 – GREENHOUSES

3.3.1 Training

68. Training sessions will be organized in workshops over four days (either 1x4 days or 2x2 days) in the two regions for PAPs having enrolled in this package, and will cover the following topics):
- Tunnel greenhouse construction (frame, sheets, openings) and maintenance;
 - Irrigation equipment and operation;
 - Greenhouse climate control (moisture, ventilation);
 - Greenhouse crops (vegetables), including choice of adequate cultivars;
 - Plant protection, safe use of insecticides and pesticides;
 - Potential for hydroponics.
69. Training sessions will be delivered by an IAL agronomist. There will be one session for each of the two regions.

3.3.2 Support

70. IAL will repair the greenhouse in case the greenhouse is not in an operational condition. Further, PAPs will receive technical support, visits of the IAL agronomist during the first year of operating the greenhouses.

3.3.3 Implementation

71. IAL will put in place implementation modalities allowing for sufficient autonomy to deliver the programme smoothly and swiftly. Detailed organizational arrangements will be specified in the feasibility study mentioned in section 3.2.3 above.

3.4 PACKAGE 2 – HORTICULTURE (THIS OPTION IS ONLY POSSIBLE IF THE AUTHORITIES ALLOCATE LAND FOR HORTICULTURE FOR PAPs)

3.4.1 Training

72. Training sessions will be organized in workshops over four days (either 1x4 days or 2x2 days) in the two regions for PAPs having enrolled in this package, and will cover the following topics:
 - Choice of species and cultivar (fruit trees, vegetables);
 - Soil preparation techniques (ploughing, tilling, sowing, harrowing);
 - Better irrigation and soil protection;
 - Fertilisation (chemical and organic);
 - Plant protection against pests and associated personal safety measures;
 - Storage, packaging, marketing.
73. Training sessions will be delivered by an agronomist supported by IAL. Similar to the greenhouse training sessions, participants will be transported to the venue. There will be one session for each of the two regions (possibly two sessions in two different locations if distances make the bussing of participants impractical).

3.4.2 Support

- Each participant in the activity will be provided with one time agricultural inputs, including fertilizers, seedlings, seeds, and pesticides;
- A toolbox of instruments for those PAPs who opt for vocational training from the government-approved training centres.

3.4.3 Implementation

74. The activity will be coordinated by the LRP CoordinatorProject manager hired for the greenhouse component and mentioned in the section 3.3.3 above. Detailed organizational arrangements will be specified in the feasibility study mentioned in the section 3.2.3 above.

3.5 PACKAGE 3 – FACILITATION OF PAP ACCESS TO TRAINING COURSES

3.5.1 Mono-Centers

75. “Mono-centers” are vocational training centers established in every region by the Ministry of Employment and Labor Relations to provide training to unskilled and unemployed youth. They have been established in 2018 by decree of the President of the Republic to provide support to the unemployed, and benefit from technical and financial support from various international donors (depending on regions), including the United Nations. Mono-centers in IAL’s areas of influence are located in Guliston (Syrdaryo region) and Kasbi (Kashkadaryo region). Appendix 2 provides a list of courses provided. Courses are meant to be affordable and to provide for a variety of training needs accommodating both males and females.

3.5.2 Facilitation of Access for PAPs to Courses Offered by Mono-Centers

76. IAL personnel will liaise with the two relevant mono-centers of Guliston and Kasbi to establish an updated list of available training courses for the two “mono-centers”. This will be disclosed to PAPs, as well as conditions of access (cost, accommodation possibilities, educational level

required). IAL staff will also facilitate, upon request of those PAPs that could be interested, the preparation of their application dossiers and seek prioritization for PAPs from the management of mono-centers.

3.6 ENHANCING AWARENESS OF THE SILK FARMING INITIATIVE

3.6.1 Description of Activity

77. This is not an LRP activity per se as it does not specifically address affected people, but is deemed useful to enhance an existing initiative that 2022 surveys have demonstrated was not well known of PAPs, even in the very communities where it took place. Therefore, it is suggested to implement within the general framework of this LRP an awareness campaign to refresh awareness and convince more farmers and silk processors to join. Also, the Committee for the development of the sericulture and wool industries of the Republic of Uzbekistan should be consulted with and involved more in this activity as it is their mandate to support and promote this activity throughout the whole country.
78. Enhancing awareness of the existing initiative will entail:
 - Visiting all districts to remobilise local stakeholders, including local authorities and local IAL managers around this initiative by providing updated information and clarifying expected roles of these parties;
 - Visiting all neighbourhoods (at Mahalla level or at least at sub-district level) to provide one or two awareness meetings (update on Project, benefits, opportunities to join);
 - Liaising with the Sericulture Committee for the development of sericulture and wool industry of the Republic of Uzbekistan and seeking their active involvement to provide technical guidance as well as management advice to farmers, including organisational aspects (e.g. potential for silk production cooperatives);
 - Monitoring the effectiveness of this enhanced awareness campaign in the following six months (renewed awareness, more adherence to Project, new enrolments into activities).
 - Upon successful participation and completion of IAL organized enhanced awareness raising campaign on silk farming or training course in silk farming in the mon centre, interested PAPs will be provided with a silk farming tool box similar to other LRP options.

4. IMPLEMENTATION AND TIMELINE

79. This activity will be implemented internally by IAL’s ESG department.

80. Implementation and timeline

#	Activity	24-Mar	24-Apr	24-May	24-Jun	24-Jul	24-Aug	24-Sep	24-Oct	24-Nov	24-Dec	25-Jan	25-Feb	25-Mar	25-Apr	25-May	25-Jun	Jul-25	Aug-25	Sep-25
A	Phase 3																			
	Preparation																			
A 1	Final confirmation of eligible PAPs																			
A 2	Detailed planning, feasibility and consultation																			
A 3	Preparation of leaflets as per the LR options																			
A 4	Detailed plan available for lenders review																			

5. MONITORING AND REPORTING

5.1 KEY INDICATORS

81. The following table shows key indicators that IAL should measure for each activity, with their frequencies of measurement:

Table 7: LRP Monitoring Indicators and Monitoring Plan

#	Component	Monitoring Indicators	Frequency of measurement
1	Greenhouses	<ul style="list-style-type: none"> ○ Number of people having received greenhouses, disaggregated by district and gender ○ Number of people having erected greenhouses and put them into cultivation, disaggregated by district and gender ○ Total surface area farmed in greenhouses, disaggregated by district and gender 	Quarterly Quarterly
2	Horticulture	<ul style="list-style-type: none"> ○ Number of people having received horticulture packages, disaggregated by district and gender ○ Total surface area farmed in the horticulture program, disaggregated by district and gender 	Quarterly Quarterly
3	Training in mono-centers	<ul style="list-style-type: none"> ○ Number of people receiving training courses facilitated by IAL, disaggregated by district and gender 	Quarterly
4	Enhancement of the silk farming initiative	<ul style="list-style-type: none"> ○ Number of awareness meetings by district ○ Number of attendants to awareness meetings, disaggregated by district and gender ○ Progress on silk farming activities 	Bi-annual
5	Grievances	<ul style="list-style-type: none"> ○ Number of new grievances received in relation to the LRP implementation ○ Number of grievances closed in relation to the LRP implementation 	Monthly

5.2 REPORTING

82. IAL shall provide the following reports to the lender group in regards of implementation of this LRP:
- Feasibility and action plan report: end Q2, 2024;
 - Quarterly LRP reports, including:
 - A brief description of activities conducted in the quarter and a look-ahead of activities to be conducted in the following quarter;
 - Indicators listed in the table above;
 - A brief review of main outcomes and lessons learned, and strategic changes to the LRP that may be needed.

5.3 LIVELIHOOD RESTORATION AUDIT

83. IAL will carry out in mid-2025 an audit of its livelihood restoration activities. The objectives of this audit include an assessment of whether the LRP objectives have been achieved and if the livelihood restoration options provided have been effective in improving the economic and social well-being of the PAPs.
84. The audit will evaluate the implementation of the livelihood restoration options by at least 80% of the PAPs who received them, including women, particularly the following: adequacy of options, appropriateness of interventions, quality of implementation, and use of resources. It will also evaluate the monitoring process, including data collection and analysis systems, and the use of data to inform decision-making and improve implementation.
85. The audit will evaluate the economic and social sustainability of the livelihood restoration options, including the capacity of the PAPs who received training and inputs to continue the interventions after the first year of implementation, and the potential for the interventions to have long-term impacts.
86. The audit will assess the extent to which the livelihood restoration options have been gender-sensitive and inclusive, and if the project has contributed to reducing disparities and promoting equality.
87. The audit will identify any risks and challenges encountered during implementation, and assess the effectiveness of the risk management and mitigation strategies.
88. The audit will document the lessons learned from the project, including best practices and recommendations for future livelihood restoration initiatives.

APPENDIX 1 – 2023 SURVEY QUESTIONNAIRE

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INDORAMA AGRO” LLC FE LIVELIHOOD RESTORATION PLAN SURVEY OF ELIGIBLE PAPs

INDORAMA AGRO” LLC FE LIVELIHOOD RESTORATION PLAN SURVEY OF ELIGIBLE PAPs

GREETING



Indorama Agro LLC is pleased to have you as a participant in our survey. We are conducting a survey of eligible PAPs to help us understand the needs and preferences of the community. Your input is very important to us. We will use the information you provide to develop and implement a livelihood restoration plan that is tailored to the needs of the community. We will contact you again to discuss the results of the survey and to provide you with more information about the plan. Thank you for your participation.

Geopoint



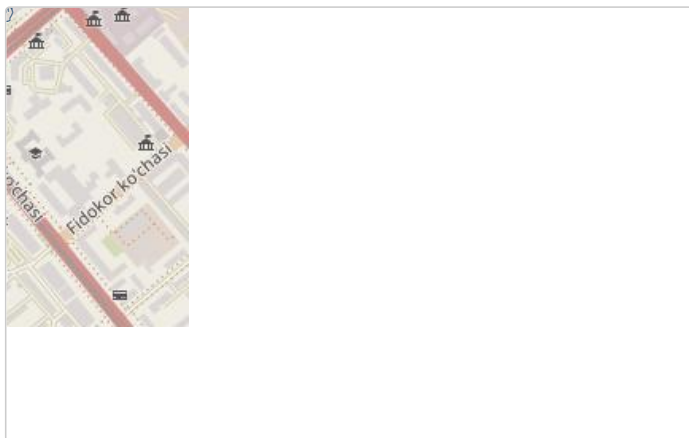
Address

City

State

Country

Postal Code



Region

- North**
- South**

<https://ee.kobotoolbox.org/x/kAnbWPit>

1/10

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INDORAMA AGRO* LLC FE LIVELIHOOD RESTORATION PLAN SURVEY OF ELIGIBLE PAPs

District

- Kasbi
 Nishon

Mahalla

- CHO'LQUVAR MFY
 FAZLI
 NAVRUZ MFY
 NAZARTEPA
 QAMASHI
 QOVCHIN

Farm name

- OZODBEK ESHMAMATOV - OZODBEK ESHMAMATOV

Q2. Please confirm the following information about yourself.**Q2.1 Full Name**

Ozodbek Eshmamatov

Q2.2 Please provide your phone number for further contact and clarifications

998905211414

Q2.3 Were you the owner of the OZODBEK ESHMAMATOV - OZODBEK ESHMAMATOV which was in 2018/19 taken back by the Government and given to Indorama Agro?

- Yes
 No

Q2.3A Enter the relation of the farm to the respondent

- Manager
 No any relation

6.4z Ask if he knew the farm and the farm head and note it separately**Q2.5 Please provide your full postal address**

Makhalla, street HH #

Namuna street, house #45

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INDORAMA AGRO" LLC FE LIVELIHOOD RESTORATION PLAN SURVEY OF ELIGIBLE PAPs

Q3. Please, tell about yourself and your household (people that live together and share common income, that is "eat from the same dish".

3 How many persons are in your family?

3

» **Q4** List all members of your household, including the youngest ones, and those who live in this house and share costs and incomes with you. Start from yourself.

1

*** 1** Name of the family member?

Ozodbek

*** 2 Ozodbek: Members of the family**

- Husband / wife
- Son, daughter
- Groom / bride
- Father, mother
- Mother-in-law / mother-in-law
- Sister, brother
- Nephew
- Grandmother or great-grandmother
- Niece
- Foster child
- Other cousin
- Unrelated

*** 3 Ozodbek: Gender**

- Male
- Female

*** 4 Ozodbek: Birth Year**

1986

1986-01-01

37

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INDORAMA AGRO™ LLC FE LIVELIHOOD RESTORATION PLAN SURVEY OF ELIGIBLE PAPs

*** 5 Choose the level of education to a family member**

- Not of school age
- No information available
- Secondary education
- Secondary specialized
- High
- Scientific degree

*** 6 Choose the level of occupation to a family member**

- Not of school age
- Pupil/student
- Farmer
- Housewife
- Military / IIB employee
- Employee of a government agency
- Employee of private organizations
- Entrepreneur
- Pensioner
- Employee in agriculture
- Employee in other fields
- Employed abroad
- Unemployed
- Self-employer

2

*** 1 2: Name of the family member?**

Nigina

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INDORAMA AGRO™ LLC FE LIVELIHOOD RESTORATION PLAN SURVEY OF ELIGIBLE PAPs

*** 2 Nigina: Members of the family**

- Husband / wife
- Son, daughter
- Groom / bride
- Father, mother
- Mother-in-law / mother-in-law
- Sister, brother
- Nephew
- Grandmother or great-grandmother
- Niece
- Foster child
- Other cousin
- Unrelated

*** 3 Nigina: Gender**

- Male
- Female

*** 4 Nigina: Birth Year**

1988

1988-01-01

35

*** 5 Choose the level of education to a family member**

- Not of school age
- No information available
- Secondary education
- Secondary specialized
- High
- Scientific degree

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*** 6 Choose the level of occupation to a family member**

- Not of school age
- Pupil/student
- Farmer
- Housewife
- Military / IIB employee
- Employee of a government agency
- Employee of private organizations
- Entrepreneur
- Pensioner
- Employee in agriculture
- Employee in other fields
- Employed abroad
- Unemployed
- Self-employer

3

*** 1 3: Name of the family member?**

Larisa

*** 2 Larisa: Members of the family**

- Husband / wife
- Son, daughter
- Groom / bride
- Father, mother
- Mother-in-law / mother-in-law
- Sister, brother
- Nephew
- Grandmother or great-grandmother
- Niece
- Foster child
- Other cousin
- Unrelated

*** 3 Larisa: Gender**

- Male
- Female

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*** 4 Larisa: Birth Year**

2004

2004-01-01

19

*** 5 Choose the level of education to a family member**

- Not of school age
- No information available
- Secondary education
- Secondary specialized
- High
- Scientific degree

*** 6 Choose the level of occupation to a family member**

- Not of school age
- Pupil/student
- Farmer
- Housewife
- Military / IIB employee
- Employee of a government agency
- Employee of private organizations
- Entrepreneur
- Pensioner
- Employee in agriculture
- Employee in other fields
- Employed abroad
- Unemployed
- Self-employer

Q5 Have any household members including yourself ever worked or still work for Indorama Agro?

- Yes
- No

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Q6. Please Select Family member who worked or working in Indorama Agro.

Q6.1 Name of household member that worked or is working in Indorama Agro:

- Ozodbek
 Nigina
 Larisa

» **Q6. Please Select Family member who worked or working in Indorama Agro.**

1

* Q6.2 Ozodbek: When started working? (year)

2021

* Q6.3 Ozodbek: How long they have been working/worked?
months

12

* Q6.4 Ozodbek: What is/was their work position?

- Supervisor/Manager
 Specialist/Engineer
 Office worker
 Field/Site worker (security, watchmen, agronomist, irrigators, and etc)
 Mechanics/Drivers
 Nano unit Contractor (brigadier)
 Seasonal field worker
 Contract farmer
 Contract farm worker
 Other (specify)
 Do not know

* Q6.4z Please, specify other

* Q6.5 Ozodbek: Are they currently still working in the Company?

- Yes
 No

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Incomes

7 What is your current monthly average household income?

UZS

- Up to 1 mln.
- 2 - 3 mln.
- 3 - 5 mln.
- 5 - 8 mln.
- 8 - 10 mln.
- More than 10 mln.

Q8. Please tell us the main sources of your household income.

- Salaries/wages
- Income from own business
- Income from agr.production (cropping, livestock and etc)
- Income from remittances sent from abroad
- State allowances (pension, scholarship, subsidy payments and etc)
- Casual work income
- Income from assets (rent a car, land, HH and etc) and deposits in the banks
- Other (please specify)

q8z Please, specify other

Q9. If you are running your own business, what sort of business is it?

Please get detailed response! For example what is produced, or sale product and etc.

Shop owner (sale of groceries)

Q10. If your income is mainly from farming, what sort of farming do you do?

What is produced and where (Farm, home yard, greenhouse and etc)?

Greenhouse, production of tomatoes and cucumbers

Q11. Have you ever thought of establishing your own business?

- Yes
- No

Q11A. What sort of business?

Horticulture farming

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Q12. What training could you be interested in?

-

Production of high value crops

Q13. Photo of the Respondent

Нажмите для загрузки файла. (<10MB)

THANK YOU FOR YOUR PARTICIPATION!

APPENDIX 2 – AVAILABLE VOCATIONAL TRAINING COURSES

LIST OF AVAILABLE VOCATIONAL COURSES IN BOTH REGIONS

#	Region	Course name	Duration (Months)
1	Sirdarya	Nail stylist	2
2		Cosmetologist	2
3		Massager	2
4		Hairdressing (Women's Hairdressing)	3
5		Sewing	3
6		Chef	2
7		Confectioner	2
8		Jewelry	3
9		Babysitter for young children, kindergarten teacher's assistant	2
10		Master plumber and plumbing works	3
11		Electricity	3
12		Hairdressing (Men's Hairdressing)	2
13		Home appliance repairman	3
14		Repair of refrigerators and freezers	3
15		Welding master	3
16		Car service (motorist + driver + body of car repairer)	3
17		Forklift operator	3
18		Master of making and repairing furniture	3
19		Master of working with aluminum and plastic profiles	3
20		Greenhouse specialist	3
21		Computer literacy	1
22		1C Accounting operator	2
23		Computer design programs, architectural project programs (3D max, AvtoCad)	3
24		English language	3
25		Russian language	3
26		Korean language	3
27		Japanese language	3
28		Chinese language	3
1	Kashkadarya	Sewing	3
2		Hairdressing (Women's Hairdressing)	3
3		Hairdressing (Men's Hairdressing)	3
4		Cosmetologist	3
5		Nail stylist	3
6		Chef	3
7		Confectioner	3
8		Waitress. Butler	3

#	Region	Course name	Duration (Months)
9		Massager	3
10		Babysitter for young children, kindergarten teacher's assistant	3
11		Master plumber and plumbing works	3
12		Electricity	3
13		Home appliance repairman	3
14		Welding master	3
15		Forklift operator	4
16		Car service (motorist + driver + body of car repairer)	4
17		Driver's license (for "B" and "BS" categories)	3
18		Gypsum board processing master	3
19		Plasterer, painter	3
20		Master of making and repairing furniture	3
21		Greenhouse specialist	3
22		Master of working with aluminum and plastic profiles	3
23		Hydroponics technology	3
24		Jewelry	3
25		Making jewelry in national style from common metals	3
26		Crafts (Weaving)	3
27		Handicrafts (Hand Weaving Carpets)	3
28		Crafts (Embroidery)	3
29		Computer design programs, architectural project programs (3D max, AvtoCad)	3
30		Computer literacy	3
31		1C Accounting operator	2
32		English language	3
33		Russian language	3
34		Korean language	3
35		Business basics course	3

EXAMPLE OF LEAFLET FROM TRAINING CENTRE OF TOWN GULISTON IN SYRDARYO REGION

Guliston
“ISHGA MARHAMAT”
monomarkazi




O'ZBEKISTON RESPUBLIKASI
BANDLIK VA MEHNAT MUNOSABATLARI
VAZIRLIGI



Texnik

soxasi

Guliston “ISHGA MARHAMAT” monomarkazi band bo'lmagan fuqorolarni Texnik soxasi yo'nalishlari bo'yicha qisqa o'quv kurslariga taklif etadi

Muhim: Har qanday shart-taroiflarni, imzolashni va boshqa shartlarni yo'qlagan holda
Sizni o'qitish mavzulari
Tadqiqat va o'qitish jarayonlariga
qatnashishingiz mumkin.



SANEXNIK



ELEKTRIK



MAJSHIY UY BO'Z'OR BUYUMLARINI TAMIRLASH USTASI



MUZLATGICH VA SOVUTGICHLARNI TAMIRLASH USTASI



PARIYANDLOVCHI



AVTOELEKTRIK



TUK KO' TARISH MASHINALARI OPERATORI

Mozil

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