

Social Safeguards Monitoring Report

Public

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Tajikistan: Skills and Employability Enhancement Project

Prepared by the Project Administration Group for the Ministry of Labor, Migration and Employment of the Republic of Tajikistan and the Asian Development Bank (ADB).

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CURRENCY EQUIVALENTS

(as of 31.12.2025)

{The date of the currency equivalents must be within 2 months from the date on the cover.}

Currency unit	–	Somoni (TJS)
TJS 1.00	=	\$ 0.1081
\$1.00	=	TJS 9.2513

Abbreviations

ADB	-	Asian Development Bank
AH	-	Affected Household
PAG	-	Project Administration Group
SEEP	-	Skills and Employability Enhancement Project
AP	-	Affected Person
DMS	-	Detailed Measurement Survey
EA	-	Executing Agency
GRT	-	Government of Republic of Tajikistan
GRC	-	Grievance Redress Committee
GRM	-	Grievance Redress Mechanism
Ha	-	Hectare
HH	-	Household
IR	-	Involuntary Resettlement
JC	-	Job Center
LAR	-	Land Acquisition and Resettlement
LARP	-	Land Acquisition and Resettlement Plan
LC	-	Land Code
M&E	-	Monitoring & Evaluation
MSC	-	Migration Service Center
MOLME	-	Ministry of Labour, Migration, and Employment
PAG	-	Project Administration Group
RF	-	Resettlement Framework
SEEP	-	Skills and Employability Enhancement Project
SPS	-	Safeguard Policy Statement
RT	-	Republic of Tajikistan
TJS	-	Tajik Somoni
USD	-	United States Dollar

Local Terms

Dekhan farm	Farm under private management organized either individually, by a family or collectively
Hukumat	District Administration
Jamoat	Sub-District, Sub-District Administration
Kolkhoz	Soviet time collective farm
Mahalla	Village / Neighborhood
Mahalla committee	Board of Mahalla Organization (with all citizens in the Mahalla area as members)
Oblast	Region
Rais	Chairperson (Tajik term, e.g. Raisi Mahalla)
Rayon	District
Sotih	100 m ²
Sovkhoz	Soviet time state owned farm

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GLOSSARY

Displaced Persons (DP)	In the context of involuntary resettlement, displaced persons are those who are physically displaced (relocation, loss of residential land, or loss of shelter) and/or economically displaced (loss of land, assets, access to assets, income sources, or means of livelihoods) as a result of (i) involuntary acquisition of land, or (ii) involuntary restrictions on land use or on access to legally designated parks and protected areas.' (ADB SPS 2009)
Detailed Measurement Survey (DMS)	With the aid of the approved detailed engineering design, this activity involves the finalization and/or validation of the results of the inventory of losses (IOL), severity of impacts, and list of DPs. The final cost of resettlement can be determined following completion of the DMS.
Compensation	Payment in cash or in kind to replace losses of lands, housing, income and other assets caused by the Project. All compensation is based on the principle of replacement cost, which is a method of valuing assets to replace the loss at current market rates, plus any transaction costs such as administrative charges, taxes, registration and titling costs.
Cut-off Date	Means the dates after which people will not be considered eligible for compensation, i.e. they are not included in the list of APs as defined by the census.
Dekhan Farm	Midsized land, which is legally and physically distinct from household plots, for which full land use rights, but not ownership, is allocated to either individuals or groups. Regulations concerning Dekhan farms in Tajikistan are laid out in Law No. 48 on Dekhan Farms, from 2002.
Encroachers	People who move into the Project area after the cut-off date and are therefore not eligible for compensation or other rehabilitation measures provided by the Project.
Entitlements	The range of measures comprising cash or in-kind compensation, relocation cost, income rehabilitation assistance, transfer assistance, income substitution/business restoration, which are due to DPs, depending on the type, extent and nature of their losses, and which suffice to restore their social and economic base.
Eligibility	Any person who resided in the Project area before the cut-off date that suffers from (i) loss of house, (ii) loss of assets or ability to access such assets, permanently or temporarily, or (iii) loss of income sources or livelihood, will be entitled to compensation and/or assistance.
Hukumat Income restoration	District administration in Tajikistan This is the re-establishment of sources of income and livelihood of the affected households.
Income Restoration Program	A program designed with various activities that aim to support displaced persons to recover their income / livelihood to the pre-Project levels. The program is designed to address the specific needs of the affected persons based on the Socioeconomic (SES) survey and consultations.

Inventory of Losses (IOL)	This is a process in which all fixed assets (i.e. lands used for residence, commerce, agriculture; houses; kiosks, stalls and shops; ancillary structures, such as fences, gates, paved areas and wells, affected trees and crops etc.) with commercial value and sources of income and livelihood inside the Project right-of-way (Project area) are identified, measured, their owners identified, their exact location determined, and their replacement costs calculated.
Jamoat	A sub-district level administration.
Land Acquisition	Refers to the process whereby an individual, household, firm or private institution is compelled by a public agency to alienate all or part of the land/assets for public purposes in return for in-kind replacement or compensation at replacement costs.
Land Acquisition and Resettlement Plan (LARP)	A time-bound action plan with budget setting out compensation for affected land/assets and resettlement strategies, objectives, entitlement, actions, responsibilities, monitoring and evaluation.
Non-titled	Means those who have no recognizable rights or claims to the land that they are occupying.
Presidential Land	Means land for which use rights have been allocated by a Presidential Decree but ownership remains with the state.
Rehabilitation	This refers to additional support provided to DPs losing productive assets, income, employment or sources of living, to supplement payment of compensation for acquired assets, in order to achieve, at a minimum, full restoration of living standards and quality of life.
Replacement cost	The calculation of full replacement cost will be based on the following elements: (i) fair market value; (ii) transaction costs; (iii) interest accrued, (iv) transitional and restoration costs; and (v) other applicable payments, if any.
Reserve Fund Land	Means land owned by the state and controlled by the district administration that may be rented, mainly for agricultural use.
Resettlement	This includes all measures taken to mitigate all adverse impacts of the Project on DP's property and/or livelihood. It includes compensation, relocation (where relevant), and rehabilitation as needed.
Severely Affected	This refers to affected households who will (i) lose 10% or more of their total productive land and/or assets, (ii) have to relocate; and/or (iii) lose 10% or more of their total income sources due to the Project.
Sharecropper	A person who cultivates land s/he does not own for an agreed proportion of the crop or harvest.
Significant impact	Means 200 or more people will experience major impacts, which are defined as; (i) being physically relocated from a house, or (ii) losing 10% or more of their income generating assets.

Vulnerable Anyone who might suffer disproportionately or face the risk of being marginalized from the effects of resettlement and includes; (i) female-headed households with dependents; (ii) disabled heads of household; (iii) poor households; (iv) landless; (v) elderly households with no means of support; (vi) households without security of tenure; (vii) ethnic minorities; and (viii) small farmers (with landholdings of two acres or less).

I. INTRODUCTION

Preamble

1. This is the Final (eighth) Semi-Annual Social Safeguards Report prepared for the Skills and Employability Enhancement Project SEEP covering the reporting period from July to December 2025. The report describes the status of project implementation, and activities carried out by the Project Administration Group (PAG) with regards to social safeguard issues.
2. This report covers a total of six subprojects as follows:
 - 2.1- Contract No. CW01 for "Construction of Migration Service Center – Bokhtar City, Khatlon Region" awarded to Limited Liability Company (LLC) "Meliorator" (Rep. of Tajikistan). The civil works commenced on 28 July 2022.
 - 2.2- Contract No. CW03 for "Construction of Migration Service Center – Khujand City, Sugd Region" awarded to LLC "Faridun" (Rep. of Tajikistan). The civil works commenced on 28 July 2022.
 - 2.3- Contract No. CW05 Lot 1 for "Construction of Job Center in Rogun, Districts of Republican Subordination" awarded to LLC "Iqlimi sof" in JV with LLC "Samar-SN" (Rep. of Tajikistan). The civil works commenced on 15 September 2022.
 - 2.4- Contract No. CW05 Lot 2 for "Construction of Job Center in Dangara, Khatlon Region" awarded to LLC "Stroy-center" (Rep. of Tajikistan). The civil works started on 13 September 2022.
 - 2.5- Contract No. CW02 for "Construction of Migration Service Center – Vose District, Khatlon Region" awarded to LLC "Binosoz 2015" (Rep. of Tajikistan). The contract was signed on 22 November 2022 and the works actually started in December 2022.
 - 2.6 Contract No. CW04 for "Construction of Job and Migration Service Center in Dushanbe" awarded to LLC "Stroy-Complex" (Rep. of Tajikistan). The contract was signed on 23 December 2022 and the works started from early 2023.

Project Background and Description

3. The Government of the Republic of Tajikistan (the Government) has undertaken the Skills and Employability Enhancement Project (SEEP/the Project) with grant financing from the Asian Development Bank (ADB), and counterpart funding from the Government. The Project is primarily concerned with promoting inclusive growth in Tajikistan by improving the vocational, technical and soft skills and employability of youth (ages 15 - 29), women, and labor migrants. It will support: (i). the construction of Migration Service Centers (MSCs) to provide more comprehensive services to labor migrants; (ii). the construction of model "Job Centers" that will provide market-responsive training and employment services for youth and women; and (iii). the capacity development of migration and employment agencies.
4. The Ministry of Labor, Migration, and Employment (MOLME) is the Executing Agency (EA) of the Project. The Project Administration Group (PAG) is established under MOLME as the Implementing Agency (IA) of the Project.
5. The project is aligned with the following impact: productive employment expanded in line with the NDS 2030. The project will have the following outcome: skills and employability of youth, women, and labor migrants for both the domestic and overseas labor market improved.
6. The SEEP is aimed at improving the skills and employability of youth and women for both

the domestic and overseas labor markets through different interventions, including, among others: (i) establishing three Migration Service Centers in Khujand, Bokhtar cities, and Vose district; (ii) support of a fourth center within the Dushanbe Job Center; (iii) training for staff of the centers; and (iv) establishment of three new Job Centers in Dushanbe and Rogun cities and Dangara district.

7. The project has three outputs as follows:

- **Output 1: More inclusive and targeted migration support provided.** To reduce the risks of migration for youth and help them find better jobs, the project will establish and equip three new MSCs that will provide: (i) a new pre-departure orientation program; (ii) a new pre-employment program; (iii) a new ICT literacy program; (iv) a pilot for behavioral change initiatives for migrants and migrant families; and (v) job counseling services for returning migrant workers.
- **Output 2: Access to and relevance of public employment services enhanced.** To provide better service to youth and female jobs seekers, the project will establish and equip three new model Job Centers that will provide: (i) enhanced comprehensive employment services including skills training; (ii) childcare centers within the centers and a pilot of a stipend program for female job seekers; (iii) a pilot of a new and more focused soft skills training program; (iv) job counseling services to match interests and skills to potential jobs; and (v) ICT skills training programs for selected sectors.
- **Output 3: Planning and management of migration and employment services strengthened.** To provide better service to youth and female job seekers and migrant youth workers the project will: (i) introduce the ISCO-08 and help apply the new occupation codes to the training certifications and labor market surveys; (ii) pilot a skills and employment survey for the tourism sector; (iii) expand the labor market portal under MOLME and undertake client job center tracking surveys; (iv) provide overseas training for MOLME and migration/employment agency staff; (v) promote awareness of migration and employment services; and (vi) strengthen the ALCs' capacity to certify training programs.

I.1 Scope and Objectives of Social Safeguards Monitoring

8. To ensure the implementation of the project in compliance with the requirements of ADB Safeguards Policy Statement, 2009 (SPS), a social safeguards monitoring is carried out by the PAG assisted by national individual consultant.

9. Objectives of the Social Safeguard Monitoring:

- i. supervise implementation of the project activities in accordance with SPS;
- ii. ensure that the project subprojects and/or civil works screened, and involuntary resettlement category B factors have been avoided;
- iii. ensure that LAR impact minimization exercise is conducted during the detailed design development;
- iv. assess the adequacy of compensations, support and rehabilitation measures for social development;
- v. identify problems or potential problems;
- vi. identify methods of immediate/prompt response to mitigate problems or potential problems;
- vii. ensure acting GRM and that the complaints, if any, are resolved timely and efficiently;
- viii. Compliance with SPS requirement that no construction works started prior to the implementation of LARP and without ADB approval of the LARP compliance report.

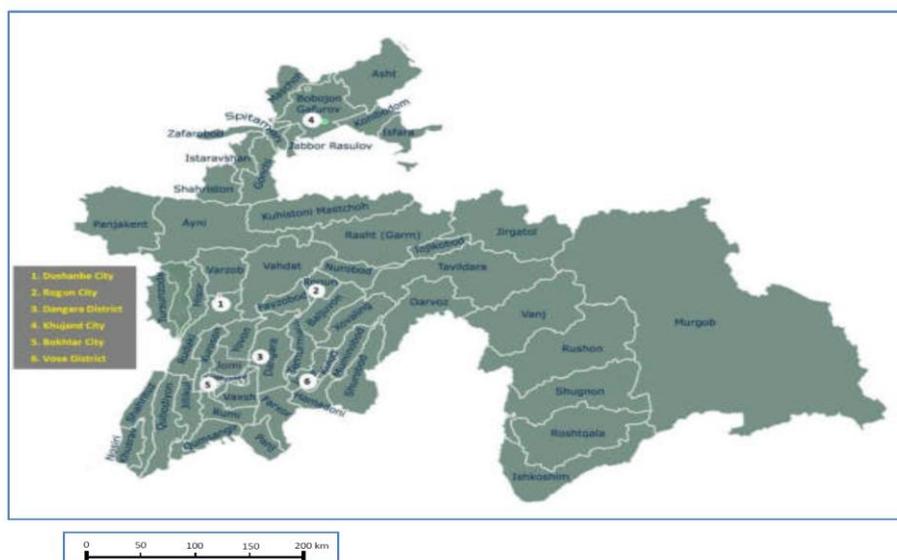
10. This report provides detailed information on the semi-annual monitoring on social safeguards and covers the period from July to December 2024.

11. The civil works component of the SEEP includes construction of three Migration Service Centers in Bokhtar city, Khatlon Region, Vose district, Khatlon Region and Khujand city, Sughd Region and three Job Centers in Dangara district, Khatlon Region, Rogun city, Districts of Republican Subordination (DRS) and Dushanbe city (the Job Center located in Dushanbe is expected to serve as Migration Service Center as well).

12. Locations of the sites are the following:
- Dushanbe city: Job and Migration Service Center;
 - Rogun city: Job Center focused on the Energy sector;
 - Dangara district: Job Center focused on the Agriculture sector;
 - Vose district: Migration Service Center;
 - Bokhtar city: Migration Service Center;
 - Khujand city: Migration Service Center.

13. The Project covers 3 areas of Khatlon Region (Vose district, Bokhtar city and Dangara district), 1 city of Sughd Region (Khujand), 1 city of Districts of Republican Subordination (DRS) (Rogun) and Dushanbe city. The selection of the sites for the new Job Centers was based on a careful analysis of the potential for economic growth and the need for the creation of employment. The centers will be in areas that have a focus on the selected sectors to facilitate close liaison with labor market demand and to take advantage of possible participation by industry: Dangara (agriculture), Rogun (energy) and Dushanbe (tourism and service). The sites for the proposed Migration Services Centers were selected based on those areas which had the greatest number of workers who are seeking work overseas and which tend to be poorer areas.

Figure 1: Map of Tajikistan Showing the Location of the Six Project Sites



14. The planned facilities are three Migration Service Centers to be built in existing sites and three new Job Centers to be constructed in unoccupied/unused government-owned land. The location of the Job Centers and Migration Service Centers, the situation at the sites, and the target economic sectors, are shown in

15.
 16.
 17. Table 1.

Table 1: Location of the Centers and Main Service Sectors

Type of Center	Location of Site	Site Situation	Economic Sectors
Job Center	Dushanbe City (with Migration Service Center function) DRS	New Job and Migration Service Center in Dushanbe City is within the International University of Tourism and Entrepreneurship of Tajikistan territory, situated in Firdavsi District.	Tourism and services <ul style="list-style-type: none"> • Housekeeper/cleaner • Waiter/bartender • Hotel and guesthouse manager • Restaurant manager • Multi-lingual travel guide Pre-departure migration service center <ul style="list-style-type: none"> • Pre-departure training • Construction training * Welder (basic) • Plasterer (basic) • Electrician helper (basic)
	Rogun City DRS	The project site is located on government land and has been granted to MOLME for use as a New Job Center through Decree of Mayor of Rogun city dated November 2019.	Energy <ul style="list-style-type: none"> • Electrical line installer and repairer • Solar energy equipment electrician • Maintenance (repair, replacement) of electrical meters
	Dangara District Khatlon Region	The project site is located on government Dangara District land allocated for New Job Center and has been granted to MOLME	Agriculture <ul style="list-style-type: none"> • Field crop and vegetable growers • Fruit, vegetable, and related preservers • Agriculture machinery repairers • Management for small-scale farmers
Migration Service Center	Khujand City Sughd Region	Inside the MOLME site	Pre-departure migration service center <ul style="list-style-type: none"> • Pre-departure training • Construction training * Welder (basic) • Plasterer (basic) • Electrician helper (basic)
	Bokhtar City Khatlon Region	Inside the Vocational School	Pre-departure migration service center <ul style="list-style-type: none"> • Pre-departure training • Construction training * Welder (basic) • Plasterer (basic) • Electrician helper (basic)
	Vose District Khatlon Region	Inside the Vocational School	Pre-departure migration service center <ul style="list-style-type: none"> • Pre-departure training • Construction training * Welder (basic) • Plasterer (basic) • Electrician helper (basic)

18. It is assumed that there will be a maximum of 200 persons accessing the services of the centers at any one time. Skills development will include both theory and practical application. The design will, therefore, cover 50% theory and 50% practical courses. This will apply to all training programs in the Job Centers. For the Migration Service Centers, however, this will only apply to the pre-employment construction trade part. At this stage, it is still undetermined how many will

access the construction courses.

19. For the construction pre-employment component of the program for Migration Service Centers, three training spaces are considered, each to hold 10 persons per training session: 10 participants x 3 training spaces x 2 sessions (theory and practical training) = 60 participants. For pre-departure training, 140 trainees are projected.

20. As a general rule, for training rooms for theory, one group is planned to have 20-30 trainees, and for practical training spaces, one group will have 10 trainees. These rooms and spaces will all be in the main building. In addition, external fieldwork training on construction, agriculture, and energy will be conducted at the annex workshop or at the basement of the main buildings (Table 2).

Table 2: Facility and Classroom Usage Plan

Center	No. of Persons Targeted for the Facility	Training Sessions		
		Theory	Practical Training	
		General Classroom	Special Classroom	Workshop
	n	n x 50%	n x 50%	
Job Center	200	100 at 20-30 trainees/class (4-5 classrooms)	70 at 10 trainees per classroom or training unit or space	30 more than 3 training units in the workshop
Migration Service Center	200	100 at 20-30 trainees/class (4-5 classrooms)	70 at 10 trainees per classroom or training unit or space	30 3 training units in the workshop

21. In addition to the training rooms, the Job Centers and Migration Service Centers will also have counseling rooms and multipurpose halls that can be used for large-scale training, exhibition, and seminars good for about 50-60 persons.

22. The project is classified as category B for involuntary resettlement impacts. The draft Land Acquisition and Resettlement Plan (LARP) has been prepared during the TRTA stage to ensure that resettlement activities will be carried out in accordance with Tajik applicable laws and regulations and ADB SPS (2009). Classifying the project as category B for involuntary resettlement impacts and preparing the LARP during the TRTA was triggered by the fact that the location for construction of the new combined Job and Migration Center in Dushanbe City was originally identified at an agricultural land plot located in Rudaki District, triggering severe LAR impact on 10 households, losing 100% of their income generating land-holdings. The project, therefore, was classified as Category B, and hence, as per ADB’s safeguard requirements on involuntary resettlement under the SPS 2009, the Project prepared a draft Land Acquisition and Resettlement Plan (LARP) in December 2019 for this Dushanbe/Rudaki site. However, in subsequent shift of the Dushanbe City site from the LAR impacted Rudaki site to another vacant parcel of land within the University campus with zero LAR impact, no LAR impact was triggered. Social Safeguard DDR was prepared and disclosed in Oct 2022 to confirm absence of IR impact. Social safeguard due impact assessment has been carried out and main findings were that the allocated land is within boundaries of the university territory with no case of encroachment and informal use.

23. The screening process for involuntary resettlement and indigenous people impacts, suggests that this reallocated site in Dushanbe City will did not cause any LAR impact - permanent or temporary, direct or indirect. The full findings from involuntary resettlement impact screening exercise, reveals that construction of the new combined Job and Migration Service Center at the reallocated site within the premises of the International University of Tourism and Entrepreneurship of Tajikistan Dushanbe City will not involve any temporary or permanent private land acquisition and involuntary resettlement impacts, no household will be physically and economically displaced from housing, no household will lose any part of its land holding, no

adverse impact on surrounding properties, and no adverse impact on the surrounding lands, commercial facilities and income generating activities. The land is flat and has all services available. All works are proposed on available land allocated for the SEEP to build new buildings. However, potential temporary access disruption for the university students, teachers and other staff will be avoided, and the normal operation of the campuses will not be impacted during construction. And all these are ensured by implementing the relevant clauses and requirements of the IEE, especially environmental and social management plans.

24. The project interventions in developing the facilities in the reallocated site in Dushanbe City will not require acquisition of any land, no residential houses or buildings will be affected, no household will be physically displaced. There were some old classroom structures of the University which are by now cleared. Old structures were not in use of the University for any activity at the time of allocation for the Dushanbe City site. The land has been allocated to MOLME through a Decree of the Mayor of Dushanbe City in June 2022. The land is fully vacant now which has again been ensured on 18 October 2022 during the field investigation conducted by the PAG Team.

25. The other five sites for construction of Job Centers and Migration Service Centers were selected based on those areas triggering no private LAR impact, and which have had the greatest number of workers who are seeking work overseas and which tend to be poorer areas. Among these, Site 2 (Rogun Job Center) is on government land and has been granted to the MOLME through a Decree of Mayor of Rogun City. Site 3 (Dangara Job Center) is also on government land as granted to MOLME by the District administration of Dangara. It should be noted that these lands were not encroached and/or informally used by any other third parties, local communities and individuals. Site 4 (Khujand Migration Service Center) is on government land located within the campus of the State Agency for Labor and Employment. Site 5 (Bokhtar Migration Service Center) is located within the Bokhtar Technical Lyceum involving no LAR impact. Site 6 (Vose Migration Service Center) is located within the Vose Technical Lyceum triggering no LAR impact. The social safeguards impact assessment determined that the development of project facilities will not trigger any adverse social impacts on the local communities, private property or private land. All construction activities are being carried out either within the existing boundaries of MOLME-controlled Technical Colleges and Labor and Employment offices or in open vacant government-owned lands where no buildings, private or public, currently exist. The land plot was not used for agricultural production and or business activities and no informal use of the land and encroachment cases occurred.

26. The project's civil works were tendered in March 2022 and the contracts were signed from July 2022. The last contracts that were signed are those for Vose and Dushanbe sites in November and December 2022, respectively.

I.2 Job Centers and Migration Service Centers

27. New Job Centers will be constructed in three cities, which were selected based on their potential for economic growth and the need to create employment in the area. Each Job Center will specialize in a particular economic sector, i.e., energy in Rogun City, agriculture in Dangara, and tourism in Dushanbe. The focus of training within each sector in the Job Centers will be on occupations which are in high demand. The trainings to be provided at the Job Centers will be designed for a shorter period than conventional training and will be intended for job seekers (youth, disadvantaged, and females) who do not want or are not able to attend longer training sessions. The exact duration of training will depend on the occupation, although it is anticipated to range from one to six months. Training will be responsive to local labor market needs and provide practical on-the-job experience. The specific occupations were selected based on greatest employment opportunities in the given locations.

28. It is intended that all clients of the Job Centers are given training in information and communication technology to increase productivity of the job seekers. Training materials will have elements common to all three sectors but will be modified for each industry. Jobseekers will gain rudimentary training on the use of the Internet, Word, and Excel. There could be modules at different levels depending on the client’s prior knowledge and interest. Table 3 presents the selected occupations to be provided in Job Centers.

Table 3: Selected Occupations by City (District) and Sector for Job Centers

Sector	City/District	Basic Occupations
Agriculture	Dangara	<ul style="list-style-type: none"> • Field crop and vegetable growers • Fruit, vegetable, and related preservers • Agriculture machinery repairers • Management for small-scale farmers
Energy	Rogun	<ul style="list-style-type: none"> • Electrical line installer and repairer • Solar energy equipment electrician • Maintenance (repair, replacement) of electricity meters
Tourism	Dushanbe	<ul style="list-style-type: none"> • Housekeeper / cleaner • Waiter / bartender • Hotel and guesthouse manager • Restaurant manager • Multi-lingual travel guide

29. The new Job Centers will provide a full range of services for job seekers including: (i) job guidance and provision of information about the local labor market; (ii) technical training in basic skills like general workplace health and safety, use of hand tools, and preparation and cleaning of workplace; (iii) practical technical training for specific skills in the selected priority occupations of targeted industry sectors including industry-based support such as on-the-job training; (iv) development of soft skills and skills aimed at finding a job (e.g., writing a CV, searching for a job, conducting a job interview); and (vi) basic information and communication technology training.

30. New Migration Service Centers will be constructed in Bokhtar city, Vose district and Khujand city and will trigger in enhancing capacity and knowledge of migrants, youth willing to migrate and returning migrants subject to reintegration.

II SOCIAL SAFEGUARDS MONITORING

II.1 Project Implementation Status and Social Safeguards Implications

31. Within the implementation of Output 1, three subprojects were selected that is Bokhtar, Vose and Khujand Migration Service Centres (MSC).

ii) Bokhtar MSC

32. The site of 0.40 ha. is located within the Bokhtar Technical Lyceum. It is adjacent to a dormitory for boys attending the lyceum. Arrangements for the use of land have been completed by MOLME, which controls the campus. The current construction works ensure the trainees attending the classes are kept safe and not hampered by the civil works. For now, no inconveniences are envisaged and the project will further supervise these nuances. Regular site inspection revealed no relocation issues involving residents or buildings in the identified area within the campus. Furthermore, the review visit showed that there was not any unanticipated and/or temporary impact within and outside of the territory of the lyceum.

33. Bokhtar MSC shall play crucial role in the development of local and regional workforce as a central city in Khatlon region. This site shall be well equipped and refurbished so that to accommodate and serve the clients and trainees as well as those who wish to acquire new skills and/or get their skills certified and nationally and internationally recognized.

34. Contractor LLC “Meliorator” started construction works in July 2022. The construction works on the Construction of Migration Center in Bokhtar city were completed at 100%. As for the social aspects, the contractor finished landscaping and gardening works, the facility was opened and the installation of furniture and equipment were finished.

35. During this period, 363 citizens were involved in vocational training, 256 of whom completed vocational training courses. Of the 256 graduates of vocational training courses, 223 passed the assessment and received certificates. Currently, 148 citizens (78 women) are studying in the relevant professions. At the same time, during the reporting period, 7,966 citizens (2,792 women) were provided with legal consultations on migration, before traveling abroad and employment.

iii) Vose MSC

36. The site is located within the campus of the Vose Technical Lyceum. The land is located with the territory of TVET lyceum which is owned by MOLME. Thus, the land is the property of MOLME. The site is located adjacent to government and commercial buildings and not beside a residential area. No involuntary resettlement issues have been identified during the site inspection. No unanticipated impact on commercial buildings including permanent and temporary ones occurred.

37. Contractor LLC “Binosoz-2015” started construction works in November 2022. Construction of Migration Service Center - Vose district has been completed at 100%. In terms of social aspects, there are no issues affecting the targeted area and nearby population. The contractor finished landscaping and gardening works, the facility was opened, after the installation of furniture and equipment, as needed.

38. In the Migration service center has organized training in 5 professions, including the professions of “Gas and Electric Welder”, “Plasterer”, “Electrician”, “Plumber” and “Solar Electrical Equipment Installer». During this period, 495 citizens were involved in vocational training, 382 of whom completed vocational training courses. Currently, 121 citizens (77 women) are studying in relevant professions. At the same time, during the reporting period, 1959 citizens (944 women) were provided with legal consultations on migration, before traveling abroad, and employment in towns,

iv) Khujand MSC

39. The site is located within the campus of the State Agency for Labor and Employment. Arrangements for the use of land are have been completed by MOLME, which controls the campus. Site investigations revealed that nobody will be displaced and no private building will need to be removed as the site for the proposed Migration Service Center is entirely within the campus grounds. Furthermore, no agricultural and/or business activities are carried out herein and as such the land was vacant and currently has been finished construction works. As for the trees planted within the territory, these trees were planted by the Agency employees and the owner is the Agency itself. Products from the trees is not collected and used by any individual and Agency did not have any income generating purpose for the trees but rather it is commonly consumed among staff.
40. Contractor LLC “Faridun” started construction works in July 2022. Construction work on the Migration Service Center in Khujand city has been completed at 100%.
41. As for the social aspects, the contractor finished landscaping and gardening works, the facility was opened in April 2024 and the installation of furniture and equipment were finished.
42. At the Migration Service Center in Khujand out of the total number of 38 employees, 35 were hired through a competition and in accordance with the regulations of the Asian Development Bank. Of these, 15 (4 women) are teachers and production training instructors, and 21 (12 women) are administrative/technical staff. Students are admitted to short-term training courses in 5 professions, including the professions of “Gas and electric welder”, “Plumbing technician”, “Electrician”, “Plumbing technician” and “Solar power equipment installer”. Within the scope of professions, Russian, English, Korean, and information and communication technology training are also provided.
- During this period, 850 citizens have been involved in vocational training, of which 787 have completed vocational training courses. At the same time, the center provides legal consultations on immigration, pre-travel abroad, and employment, 2957 citizens (1251 women) have been provided with consultations.
43. Within the implementation of Output 2, three subprojects were selected that is Rogun and Dangara Job Centers and Dushanbe Job and Migration Service Centers.

v) Rogun Job Center

44. This 2.4-ha site is located a top a mountain approx. 7 km from Rogun Mayor’s office and a similar distance to Obigarm, another city located on the other side of the mountain, which would also supply students to the Job Center. The proposed site is on government land and has been granted to MOLME for use as a Job Center through Decree of Mayor of Rogun city dated November 2019. The site inspection revealed no persons living on the site and no buildings present at the site. Moreover, no agriculture, economic, cultivation and business activities are undertaken in the site.
45. Contractor LLC “Iqlimi Sof” in JV with LLC “Samar-SN” started construction works in September 2022. Construction work on the of Job Center in Rogun city were completed at 100%.
46. As for the social aspects, the contractor finished landscaping and gardening works, the facility was opened in September 2024.
47. Training in 4 professions, including “Overhead Power Line Installer and Repairer”, “Solar Power

Equipment Installer”, “Electric Meter Service Technician”, “Household Appliance Repairer”, as well as learning foreign languages, such as English, Russian and Korean, is being implemented.

48. During this period, 248 citizens have been involved in vocational training, of which 188 have completed vocational training courses. At the same time, the center provides legal consultations on immigration, pre-travel abroad, and employment, 2957 citizens (1251 women) have been provided with consultations.

vi) Dangara Job Center

49. The land with an area of 1.1 ha and located approx. 4 km from the District Government office was the property of the District Government of Dangara and granted to MOLME. Site inspection and assessment revealed no issues related to involuntary resettlement, social impact on agricultural and economic activities. Moreover, there is nothing in place related to encroachment and/or informal use of land.

50. Contractor LLC “Stroy-Center” started construction works in September 2022. During the reporting period, construction work on the Construction of Job Center in Dangara district has been completed at 100%.

51. In terms of social aspects, there are no issues requiring any attention and consideration. The social team thoroughly reviewed the site and did not find any social issues requiring especial attention.

52. It should be noted that to complete up the facility some additional landscaping and improvement works (establishing a parking zone in front of the facility) were needed that were not included in the original scope of works. For this purpose, a separate SSDDR was prepared, submitted, approved and disclosed in the ADB website.

53. The contractor finished landscaping and gardening works, the facility was opened in May 2024.

54. Training in 6 professions, including “Vegetable grower”, “Fruit and vegetable processing worker”, “Agricultural machinery repairer”, “Farm manager”, “Household appliance repairer” and “Green energy”, as well as mastering foreign languages, such as English, Russian and Korean, has been organized. It is worth noting that out of the total number of employees, which is 42 people, 39 people were hired through a competition in this center. Of these, 17 people (3 women) are teachers and production training masters and 22 people (7 women) are administrative/technical staff. Since the center’s operation, 220 citizens have been involved in vocational training, of which 216 have completed vocational training courses. Of the 216 graduates of vocational training courses, 119 people (45 women) have passed the assessment and received certificates. Currently, 76 citizens (50 women) are studying in the center for practical professions.

vii) Dushanbe Job and Migration Service Center

55. The selected location for construction of the new combined Job and Migration Service Center in Dushanbe City is a reallocated site. Originally, the Dushanbe administration identified an agricultural land plot located in Rudaki District which appeared to trigger severe LAR impact on 10 households losing 100% of their income generating land-holdings. In order to avoid this severe LAR impact, the Project authority subsequently adopted the strategy of shifting the construction site from Dushanbe/Rudaki to another location which triggers no LAR impact. This new reallocated location in Dushanbe is identified within the premises of the International University of Tourism and Entrepreneurship of Tajikistan.

56. The scope of land acquisition and involuntary resettlement impacts has been identified based on the field visits and transect walk to the reallocated site for construction of the Job and Migration Service Center in Dushanbe City. No impacts on private land, structures and livelihood is anticipated, as all works are proposed on selected free land within the premises of the International University of Tourism and

57. Contractor LLC “Stroy - complex” started construction works in February 2023. During the reporting period, "Construction of Job Center and Migration Service Center in Dushanbe" has been completed at 100%.

58. In terms of social aspects, the contractor is following the social requirements as stipulated in the contract and implements the contractual provisions. Minor inconsistencies are as a rule addressed immediately.

59. As for the social aspects, the contractor finished landscaping and gardening works, the facility was opened and the installation of furniture and equipment were finished.

The activities began on September 15 of this year, is still in the process of registering citizens according to existing professions. Center has already demonstrated strong initial results. Since becoming operational, 360 citizens have completed training programs, in addition 4855 of citizens who received consultations. The Center offers 14 market-oriented professions, complemented by training in three foreign languages—Russian, English, and Korean—as well as information and communication technologies (ICT), ensuring a comprehensive and employment-focused skills package. To support service delivery, 71 institutional work units have been established, with 35 staff members currently employed, including 8 women, representing 23% of total staff.

II.2 Screening for potential LAR impacts and impact assessment

60. During the reporting period PAG safeguards staff including environmental specialist of the PAG and national safeguard consultants visited the subprojects with the purpose of social safeguard monitoring. The conducted monitoring revealed no unexpected impact or other related activities.

61. Original location of the Dushanbe site was in lands in Rudaki district where IR impact on agricultural lands were found. Afterwards, at Government’s request and ADB’s prior concurrence, and keeping in mind access to and density, the site was moved to another land in Dushanbe within the territory of University of Tourism and Entrepreneurship of Tajikistan. The newly assigned land is free from any encroachment and informal use. Although there will be no acquisition of privately used land or displacement of people, whether titled or non-titled, communities in adjacent neighborhoods may experience temporary impacts during the construction, such as dust, noise, movement restrictions, and interruption to services, etc. The mitigation measures for such temporary impacts will be the responsibility of the civil works contractor, who, with the guidance of the Design and Construction Supervision (DCS) Consultant, will work to reduce the impact of such disturbances. The measures taken will include, but not be limited to, the following:

- Informing all local communities about the nature and duration of the work well in advance so that they can make necessary preparations;
- Placing information billboards about the nature and duration of the work, name of the project contractor and contact information, and the focal point (person) to accept grievances at the site;
- Always keeping the site as clean and organized as possible, including clearly defined and marked areas where construction materials will be stored, which will be away from community areas;
- Ensuring access to neighboring houses or businesses is not restricted and if it does occur, be kept to an absolute minimum. If access is restricted for unavoidable reasons, then the owners will be informed well in advance and will be supported to make alternative arrangements. For example, walkways and temporary bridge crossings, etc. will be installed, where necessary, to ensure that community members are not prevented from accessing their homes, businesses, or transport services;
- Ensuring that the work creating disturbances to neighbors and local business is

- undertaken as expeditiously as possible and is at all times well communicated in advance to provide community members time to plan for any disruption;
- Maintenance of services to local communities will be essential, such as water, sewerage, power, and communications;
- Employment of measures, such as watering and dampening of access roads, to reduce dust and timing of deliveries to non-peak periods for the community, such as going to and coming home from school;

62. The safeguard team and the civil works contractor will need to implement not only workplace health and safety procedures recognized under Tajik law for their workforce, but also for the impacted community. For example, any open ditches or temporary openings leading to the work site will need to be properly marked and provided with signage's and protected to ensure that no injury occurs to community members. The civil works contractor, in particular, will ensure that child protection measures are in place to ensure that children are not exposed and allowed to access machinery during and after hours and are not in any way exploited by the on-site workforce. Moreover, measures to protect women, elderly, and disabled from physical and emotional harm will need to be in place and monitored by the DCS Consultant's Social Safeguards Specialist.

63. The safeguard team will keep monitoring the identification of temporary impacts related to construction and ensure that the grievance redress mechanism (GRM) is fully functional and accessible to the communities for any inconvenience resulting from construction.

III GRIEVANCE REDRESS MECHANISM

III.1 Grievance Redress Mechanism (GRM)

64. In order to facilitate the smooth implementation of the project, facilitate the development process at the local level, while maintaining transparency as well as to establish accountability to the affected people and handle, record, screen, process, track and reply the complains about the social, environmental and other safeguard related complaints, the project Grievance Redress Mechanism has been established.

65. The project established a GRM to address project complaints and grievances at each of the five sites in accordance with SPS (2009) requirements. The local grievance redress committees (LGRCs) will report and refer any complaints to the National GRC (NGRC) based at MOLME/PAG. As part of the DSC and civil works contractors' requirements, they will meet regularly to consult with local affected communities and discuss any issues that can be resolved at the local level. Minutes of these meetings will be passed to the NGRC for inclusion in the GRC database. If any issues cannot be resolved at the local level, the grievance redress mechanism, is put into place until the issue is finally resolved.

66. The GRM covers issues related to social, environmental, and other safeguard issues under the ADB safeguard covenants and Tajik laws.

67. GRM proceedings may need one or more meetings for each complaint and may require field investigations by specific technical or valuation experts, if any unexpected impacts or damages are caused. Grievance cases shared by more than one complainant may be held together as a single case. The GRM will address potentially affected person's concerns and complaints proactively and promptly, using an understandable, communicated, and transparent process that is gender responsive, culturally appropriate, and readily accessible to all community members at no costs and without retribution. The mechanism will not impede access to the country's judicial or administrative remedies.

68. The Project has established a Grievance Redress Mechanism (GRM) for the Dushanbe City site to provide a time-bound and transparent mechanism to voice and resolve social and environmental concerns related to the project. In conformity with the ADB SPS (2009) requirements, a simple and acceptable, transparent and effective GRM has been established by framing a Local Grievance Redress Committee (LGRC) for the Dushanbe City site. At national level, there is a National Grievance Redress Committee (NGRC).

69. The GRMs established for other project sites are in place and functioning. During the reporting period no complaints and grievances were received and LGRCs will continue their work to ensure the ADB's relevant principles are implemented.

70. Consultations and regular meetings will continue throughout the construction phase as per the project's communication plan. Records, including reports on social and environmental complaints and grievances will be kept in a GRC database to ensure immediate follow-up and resolutions.

III.2 Local Focal Point

71. Any complaint related to social, environmental, and other safeguard issues will be received by a local coordinator as a Local Focal Point (LC/LFP). For every sub-project a LC/LFP was appointed prior to the commencement of the project. LC/LFP is responsible for the complaints handling process. LC/LFP is expected to be aware of context, facts, and system.

72. The reporting period has not witnessed receipt of any complaints and the focal points will continue closely monitoring this aspect and ensure proper and timely processing of complaints, if any.

73. LC/LFP is oriented about the handling, recording, screening, processing, tracking, and replying to the complaints. LC/LFP was supplied with brochures, pamphlets, or electronic based information, that are readily available to complainants and other relevant interested parties. Such information is provided in clear language and so far as is reasonable, in formats accessible to all, so that no complainants are disadvantaged.

III.3 Grievance Resolution Process

74. The complaints and grievances from the APs will be addressed through the procedure described in below figure. Thus, this GRM process, subject to all complaints handling procedures in accordance with the legislative and regulatory requirements of the Tajik Republic, may take from 3 to 30 days.

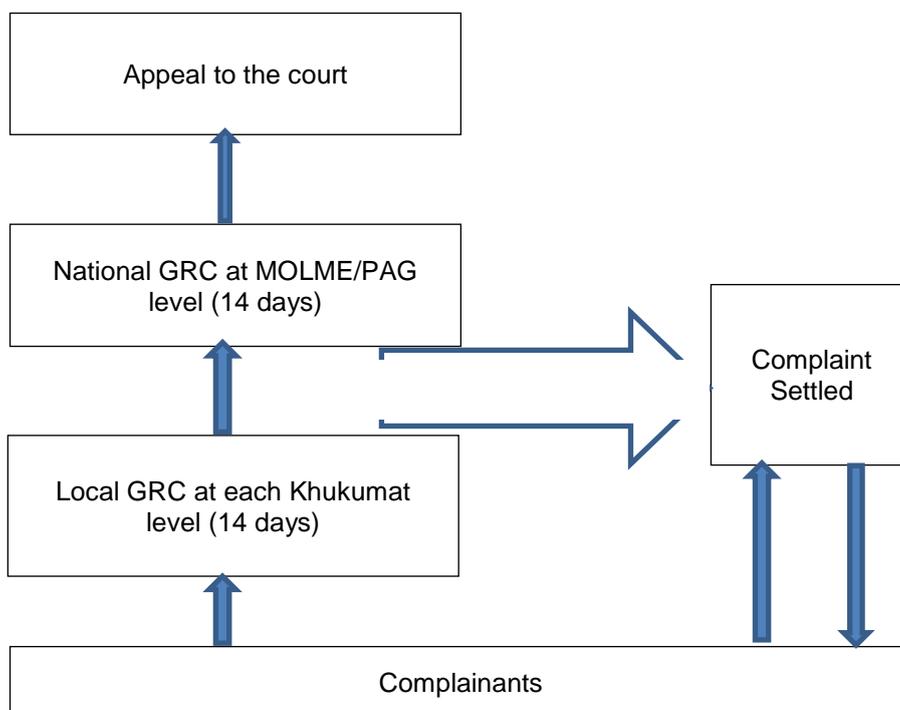


Table 3. Grievance Redress Procedure

Step	Action Level	Process	Timeline
1	Resolution by LC/LFP	At initial stage, the LC/LFP will give hearing to the aggrieved person or complaint and try to give acceptable solutions. If an aggrieved person or complaint is not satisfied with the solutions, then the complainant will lodge grievances in written to the local GRG.	3 days
2	Resolution at local level GRG	After receiving and screening the complaint, LC/LFP will direct the complaint to the local GRG	7 days
3	Resolution at subproject level by GRG (SCC)	After receiving written complaint, LC/LFP will review and prepare a Case File for GRG (SCC) hearing and resolution. A formal hearing will be held with the GRG (SCC) on a date fixed by the LC/LFP in consultation with the aggrieved person. On the date of hearing, the aggrieved person will appear before the GRG and present proofs in support of his/her claim. LC/LFP will note down the statements of the complainant and document all proofs. The decision from majority of the members will be considered final from the GRG and will be issued by the LC/LFP and signed by other members of the GRG. The case record will be updated, and the decision will be communicated to the aggrieved person by the LC/LFP within 7 days.	15-30 days

IV PUBLIC CONSULTATIONS AND PARTICIPATION

75. As mentioned in previous paras., the safeguard team visited the subprojects to assess the progress of works in compliance with safeguards requirements. The visits took place from July-December 2025 and during this period staff of the PAG and national consultants had chance to overview the actual progress of construction. Some pictures from the visits are given below

Job and Migration Service Center in Dushanbe.

Photo 13 :Electric training, September 2025



Photo 14 : Electric training, September 2025



V CONCLUSIONS AND RECOMMENDATIONS

73. The results of the subject monitoring suggest that the current construction of the planned Job and Migration Centers does not have any adverse involuntary resettlement impacts on people and communities, lands, structures, and properties. In fact, in the cases of the existing MOLME campuses, local business will have increased opportunities with the increase in persons using the site during both construction and operation of the Migration Service Centers.

74. This monitoring report covers and describes the activities completed by the social safeguards staff of the project and reports on the progress of works, compliance status with safeguards requirements and future steps to maintain this compliance.

75. The proposed project works do not have any negative impacts and consequences on public facilities (schools, cemeteries, mosques, and other areas of religious, cultural, and historical values) as there are none in the immediate surrounding areas.

76. In overall, during the reporting period no social-related issues were discovered and the works are carried out in compliance with ADB social safeguards policy and regulations. The project social team will keep monitoring the sites and works to ensure social compliance.

77. All of six planned sites already completed. During construction process of the sites no social-related issues occurred confirming compliance by the project with the ADB's social safeguards policies and requirements.

78. The project will keep ensuring compliance with the main ADB's social policies and safeguards requirements.

APPENDICES

Appendix 1: Summary of Civil Works Contracts and works' progress

Package	Scope	Contractor	Signed	Approval Date			Environmental personnel		Civil Work		(%) Progress as of		IR and reporting status
				SSEMP	HSMP	ERP	Environmental officer	Health and Safety officer	Start	End	July 2025	Dec 2025	
CW-01	Construction of Migration Service Center in Bokhtar	LLC Meliorator	28 June 2022	July 2022	July 2022	July 2022	Toirjoni Davlatjon	Hasan Kayumov	28 July 2022	(July 2023)	19%	100%	SSDDR prepared by the EA and reviewed, cleared and disclosed by the ADB in May 2022
CW-02	Construction of Migration Service Center in Vose	LLC Binosoz 2015	22 November 2022	n/a	n/a	n/a	Abdurahim Talbakov	Sherali Rakhmonov	25 January 2023	(December 2023)	43%	100%	
CW-03	Construction of Migration Service Center in Khujand	LLC Faridun	18 June 2022	July 2022	July 2022	July 2022	Dovudjon Saidov	Dovudjon Saidov	28 July 2022	(July 2023)	89%	100%	
CW-04	Construction of Job Center and Migration Service Center in Dushanbe	LLC Stroy-Complex	23 December 2022	n/a	n/a	n/a	Farangis Nazarova	Davlatsho Iskandarov	1 February 2023	(July 2024)	31%	100%	SSDDR prepared by the EA and reviewed, cleared and disclosed by the ADB in November 2022
CW-05	Construction of Job Center in Rogun	LLC Iqlimi Sof in JV with LLC Samar-SN	25 July 2022	September 2022	September 2022	September 2022	Muazama Burkhanova	Yoldash Abdul Sattar	15 September 2022	(February 2024)	58%	100%	SSDDR prepared by the EA and reviewed, cleared and disclosed by the ADB in May 2022
	Construction of Job Center Dangara	LLC Stroy-Center	22 July 2022	September 2022	September 2022	September 2022	Ibrohimzoda Tohir	Dilovar Abdulloev	13 September 2022	(February 2024)	61%	100%	SDDR prepared by the EA and reviewed, cleared and disclosed by the ADB in May 2023 and updated in July 2024 for additional works, disclosed 10 July 2024.

Note: The Month/Years in brackets are planned schedule.

Skills and Employability Enhancement Project
Semi-Annual Social Safeguards Monitoring Report (July- December 2025)