



UNITED NATIONS INDUSTRIAL DEVELOPMENT ORGANIZATION

<b>Project title:</b>	Vocational training on apparel manufacture for Syrian refugees in Turkey
<b>Project number:</b>	160136
<b>Area/Location/Countries</b>	Europe, Turkey
<b>RBM code:</b>	EC1 Poverty Reduction
<b>Thematic area code</b>	EC13 AgriBiz & Rural Entrp
<b>Starting date:</b>	February 2017, upon arrival of funds
<b>Estimated completion date:</b>	31 March 2018
<b>Government Coordinating agency:</b>	Disaster and Emergency Management Agency of Turkey (AFAD)
<b>Counterparts:</b>	<ul style="list-style-type: none"><li>- Istanbul Ready-Made Garment and Apparel Exporters' Associations (IHKIB)</li><li>- Ministry of National Education (MoNE)</li><li>- Turkish Labour Agency (ISKUR)</li></ul>
<b>Executing agency/ cooperating agency:</b>	UNIDO
<b>Project Inputs:</b>	746,460 USD
<b>- Support costs (13 %):</b>	97,040 USD
<b>- Counterpart inputs:</b>	In-kind
<b>- Grand Total:</b>	843,500 USD

Brief description:

According to UNHCR, the total number of Syrian refugees registered has increased significantly from 40,954 in August 2012 to 2,739,326 on 16 June 2016. Approximately 10 % of these refugees live in the 26 refugee camps in 10 provinces.

With the financial support of the Japanese Government, UNIDO has successfully installed three pilot training cum production apparel skills units in 3 refugee camps, namely, (1) Şanlıurfa, Harran; (2) Kilis, Öncüpınar; and (3) Gaziantep, İslahiyein.

In January 2016, in a major shift of policy, the Turkish Government has published new regulations which will allow some of the 2.7 million Syrian refugees in the country to apply for work permits. So far, 11 garment teachers from the MoNE and over 1,000 women and youth refugees have been trained in three camps with very positive results. Over 30 refugees trained are able to find jobs in local garment factories. In the light of the current situation and the successful initial results of the project, AFAD has requested UNIDO to expand the vocational training activities.

Expected outcome: Two apparel skill centres established/upgraded; around 1,000 new youth and women refugees received training in sewing, machine repair, pattern making, production management and planning/purchasing; sustainable income generating activities promoted; competency based assessment and certification strategy for the apparel sector formulated.

**Approved:**

On behalf of

**Signature:**

**Date:**

**Name and title:**

On behalf of

UNIDO:

## **A. CONTEXT**

### **A.1 Background Information**

The conflict situation in Syria has started in 2011 and has been continuing already almost for the last 5 years. Millions of people have been compelled to leave their lands and nearly 4.8 million people have found asylum in neighbouring countries. Turkey is the head of these countries of asylum with its 877 km border with Syria. The fact that there is a wide border between these two countries, the lines of descent and trade relations continued from past to present, "open-door policy and the other hospitable policies which are generally applied by Turkey for the refugees from the very beginning of the armed conflicts have made this country attractive for the Syrians who escaped from their homes to survive. In a short period, there has been a quick increase in the population of Syrian refugees especially in the cities and metropolitan municipalities close to the border.

According to UNHCR, the total number of Syrian refugees registered has increased significantly from 40,954 in August 2012 to 2,739,326 on 16 June 2016. Approximately 10 % of these refugees live in the 26 refugee camps in 10 provinces.

The conflict in Syria shows no signs of coming to an end anytime soon and there is little political progress towards a solution. Therefore this period until the conflict is settled in Syria is critical from both the refugee's perspective as well as Turkey's perspective as a host country. Even though there are various programs targeting the refugees currently, they are usually targeting the basic needs such as food, shelter, schooling, etc. However it is very important to equip the refugee population with vocational skills for self-support in Turkey as well as in their home country.

### **A.2 Project Rationale and Justification**

In January 2016, in a major shift of policy, the Turkish Government has published new regulations which will allow some of the 2.7 million Syrian refugees in the country to apply for work permits. Registered Syrian refugees who have been in Turkey for at least six months will be allowed to apply in the province where they first registered. Syrians with permits would have to be paid at least the minimum wage. Many refugees until now work illegally to make ends meet and are often paid very low wages. The regulations will apply both to refugees living in cities and to the 10 per cent housed in refugee camps.

Under the framework of Output 1.3 of the UN Regional Refugee & Resilience Plan (3RP) 2016-2017, UNIDO, with the financial support of the Japanese Government and in close cooperation with Disaster and Emergency Management Agency of Turkey (AFAD); Istanbul Textile and Apparel Exporter Associations (IHKIB); and Ministry of National Education (MoNE), has installed three pilot training cum production apparel skills units in 3 refugee camps:

- Şanlıurfa, Harran : specialized in underwear & pyjamas
- Kilis, Öncüpınar : specialized in long Syrian traditional dress (Jubah/Kalabia)
- Gaziantep, Islahiyein : specialized in T-shirt

So far, 11 garment teachers from the MoNE and over 1,000 women and youth refugees have been trained in three camps with very positive results. Over 30 refugees trained are able to find jobs in local garment factories.

In the light of the current situation and the successful initial results of the project, AFAD has requested UNIDO to expand the vocational training activities.

### **A.3 Project Location**

The project will be carried out in 2 refugee camps selected by AFAD.

#### A.4 Baseline Scenario

Under the previous project (140242), the following courses were organized in 3 camps during the period from February 2016 to December 2016.

Course (no. of cycles)	Duration (weeks/hours)	Attendees	Graduates	MoNE Certification
Machine Operation (5)	8 weeks/336 hours	932	826	536
Pattern-Making (1)	7 weeks/248 hours	68	57	33
Line Supervision (2)	3 weeks/120 hours	16	16	-
On-the-Job Training (2)	4 weeks/80 hours	126	123	-
Total		1,142	1,022	569

Out of 1,022 people trained, 188 of them were men and the rest were women.

At the beginning of each course, there was a selection test that measures person's dexterity and general skills. The attendees must attain a certain grade to start the course. The same test is applied for both the machine operation and pattern-making courses.

Throughout the training, there are exercises that need to be completed within given time frames. Each week contains one or two exercises that are performed in groups of two. One person measures the time, while the other performs. Each trainee must reach a certain speed before they could move on to the next level; otherwise they were expelled from the course. This happened only in a few cases however.

The pattern-making course commenced in August 2016 and line supervision training course commenced in October 2016. The best and most eager students were chosen for these short, intensive courses.

On-the-job training (pilot production) commenced in August 2016 to produce garments for school children. Trainees were selected based on (1) Success and proven skill in previous courses; (2) Commitment to work; and (3) A valid condition that prevents the person from finding a job outside the camps such as having to look after disabled family members or young children.

The Ministry of National Education (MoNE) provided trainers from their own pool, which was generally two trainers per camp for the machine operation course, one per camp for the pattern-making course. During the initial cycles, one experienced IHKIB garment trainer was assigned per camp to provide mentorship to the MoNE trainers. The MoNE trainers then took over the training. In addition, training-of-trainer courses on apparel manufacture as well as conflict resolution were also organized.

#### A.5 Main Target Groups

Selected Syrian refugees living in 2 camps and outside the camps, predominantly women and youth

#### A.6 Counterparts

- Disaster and Emergency Management Agency of Turkey (AFAD)
- Ministry of National Education (MoNE)
- The Turkish Labour Agency (ISKUR)
- Istanbul Ready-Made Garment & Apparel Exporters' Ass. (IHKIB)

## **B. REASONS FOR UNIDO ASSISTANCE**

Inclusive and Sustainable Industrial Development (ISID) is a key driver for the successful integration of the economic, social and environmental dimensions, required to fully realize sustainable development for the benefit of future generations. UNIDO therefore advances ISID by building and improving the necessary industrial capacities in its Member States. As a provider of technical cooperation and policy advisory services, UNIDO supports the creation of a conducive policy environment for inclusive and sustainable industrial development, and builds capacities in public and private institutions to support the growth of industry and related services, with a particular focus on SME and entrepreneurship development. As mentioned in the December 2013 Lima Declaration “Towards Inclusive and Sustainable Industrial Development (ISID)”, industrialization is a driver of development, as it increases productivity, contributes to job creation and generates income. Industrialization offers opportunities for social inclusion by means of empowerment of women and by creating decent employment for youth.

With a view to balancing short-term humanitarian responses with long-term development needs, UNIDO’s approach in post-crisis situations is about “teaching people how to make and use a fishing rod” rather than “handing out fish”, empowering people to build a resilient and sustainable livelihood.

Efforts aimed at facilitating the livelihood recovery process set the stage for development. As such they render indispensable support to other reconstruction efforts. In the aftermath of a crisis, the immediate purpose of assistance is to reduce dependence on emergency aid by helping affected communities regain their capability to meet basic needs through productive activities. Reviving the potential of human resources, facilitating livelihood recovery and strengthening resilience is also required in the case of the Syria crisis. People need to preserve hope for the future, recover from the crisis, regain social cohesion, secure income, and resume progress as soon as they can.

As the only UN agency mandated to promote inclusive and sustainable industrial development, UNIDO takes a lead role within the UN system for cooperation with the private sector. UNIDO has a proven track record of development projects globally also in crisis areas.

Textiles and garment sector is selected as the focus sector because of various reasons. The skills required for employment in these sectors are relatively easier to acquire and it is usually one of the main sources of income in poverty stricken societies. Additionally, textiles and garment industry is one of the strengths of Turkey as well, as one of the resources of export and domestic income. Moreover, based on previous project experience in Turkey, it can be stated that registered employment and employing skilled workers can sometimes be rather challenging in these sectors. There are many foreign buyers located in Turkey which source from the country to serve many markets. Due to its big population, the domestic demand in Turkey is also significant. This labor intensive sector is currently the main source of income for a large portion of the Turkish work force.

UNIDO has implemented numerous projects for textiles and garments in many countries, including projects in Turkey and in Syria. UNIDO will build on its experience related to the sector as well as its project experience in poverty and crisis stricken countries.

The project was designed to address one of the pillars of the challenge. This was the self-sufficiency of refugees while they were in Turkey, their integration into the legal work force during their stay, keeping them occupied and stimulated. The new vocational skills were also thought to be providing refugees with a means of income once they return to their country of origin. As refugee camps tend to be viewed as solutions for short periods of time, little investment is made for refugees. The new project focused to continue on this usually neglected dynamic, which was not previously seen as a priority due to a lack of resources and the magnitude of the problem.

## **C. THE PROJECT**

### **C.1. Objective of the project**

To improve the livelihoods, social stability and resilience of Syrian refugees, in particular the youth and women, by building capacity on apparel manufacture

The project contributes to SDG goals 4 to ensure inclusive and equitable quality education and promote lifelong learning opportunities for all, SDG 8 by promoting sustained, inclusive and sustainable economic growth, full and productive employment for all and SDG 9 to promote inclusive and sustainable industrialization.

### **C.2. The UNIDO approach**

The project will be implemented in line with existing institutional framework that has been established between the United Nations and the Government of Turkey. Japan has made commitments related to the phenomenon in the Geneva II conference and the funding is thus provided by the Japanese Supplementary Budget.

Under the Terms of the project, UNIDO has the overall responsibility for the administration, obligation, and operational use of donor funds. In accordance with its administrative rules and regulations, the agency will take responsibility for decisions regarding staff recruitment, contractual agreements, technical assistance, backstopping and project supervision, procurement, monitoring and reporting.

The project will be managed through the existing Project Management Unit (PMU), which is responsible for the day-to-day implementation and coordination of project activities, including a Program Coordinator (PCO); a Project Field Coordinator (PFC); a Project Assistant (PAS) and a team of international and national technical experts.

Project implementation of vocational, technical and livelihoods training programs will be conducted by a group of national and international experts. Furthermore, in order to ensure sustainability of these training programs, render them practical and equip the refugees with the necessary skills for use also for their home return. A Train the Trainer methodology will be used. This will ensure that the outputs will be multiplied, the language barrier will be overcome, and peer learning will be ensured. Taking into consideration the difficulties that these people are facing, it might also prove useful in participation, especially for women.

During the inception phase, a training strategy and work plan will be formulated according to the prevailing job and market demand. This will take into consideration the possibility of employment and the result of the surveys as well as consultations in close cooperation with local private and public counterparts.

UNIDO uses professional apparel experts and installs new professional equipment for training and pilot production, focusing on:

- Basic shirt making
- Machine repair
- Pattern making
- Production management
- Planning/purchasing
- Income generating activities
- Competency based assessment/certification

The training program will consist of technical skills as well as conflict resolution and mediation. Other unforeseen topics that will be deemed necessary during the inception phase will also be integrated in the program during implementation.

## **RBM code and thematic area code**

**RBM code:** EC1 Poverty Reduction  
**Thematic area code:** EC13 AgriBiz & Rural Entrp

### **C.3. Expected outcomes**

Technical trade and vocational skills of approximately 1,000 refugees, mainly youth and women, deepened through locally relevant and market-oriented training programmes, and an upgrading of technologies and manufacturing practices.

Personal life skills enhanced: the capacities of project targeted at risk youth to engage in commercial and peaceful coexistence will be strengthened through a dedicated focus on enhancing personal life skills and small-group conflict-minimization and harm reduction strategies.

The expected outcomes are:

- Improved stability and resilience to refugees through vocational training of Syrian refugees, especially women and youth
- Increased number of skilled workforce and trainers for the apparel industry in Turkey
- Professional vocational skills acquired for reconstruction upon return to Syria

### **C.4. Output(s) and activities**

**Output:** Two apparel skill centres established/upgraded; around 1,000 new youth and women refugees received training in sewing, machine repair, pattern making, production management and planning/purchasing; sustainable income generating activities promoted; competency based assessment and certification strategy for the apparel sector formulated.

The Training of the Trainers program (ToT) is foreseen to include topics such as training planning and delivery, instructional skills, and classroom management as well as mentoring. The technical training component of the course will be complemented by a component on conflict resolution and mediation. The integration of technical and conflict mediation training sessions is aimed at enhancing other broader based community stabilization efforts that might be useful once the refugees are back in their countries. Furthermore these general skills are useful under any circumstance and most certainly taking into consideration the difficult conditions that the refugees are facing.

The training program is designed to include the following skills in order to equip them with knowledge and vocational skills for employment, entrepreneurship and income generation both in Turkey and Syria, including tailoring, business management and other vocational skills according to the market needs.

### **Expected Results after Project Conclusion**

At the end of this 12-month project it is expected that:

- Vocational training strategy and workplan formulated
- New equipment for training and pilot production installed
- New curriculum developed for basic shirt making, machine maintenance, production planning and management
- 1,000 youth and women refugees trained, including sewing operators (900), sewing mechanics (10), pattern makers (30), line supervisors (30) and planning/purchasing personnel (30)
- Sustainable income generating activities promoted
- Competency based assessment and certification strategy for the apparel sector formulated

## Proposed Project Workplan

Output/Activity	Month											
	I	II	III	IV	V	VI	VII	VIII	IX	X	XI	XII
Two apparel skill centres established/upgraded; around 1,000 new youth and women refugees received training in sewing, machine repair, pattern making, production management and planning/purchasing; sustainable income generating activities promoted; competency based assessment and certification strategy for the apparel sector formulated.												
1.1 Consultations with the stakeholders (AFAD, IHKIB, ISKUR, MoNE)												
1.2 Market and labor market surveys related to skill requirements (AFAD, IHKIB, ISKUR, MoNE)												
1.3 Formulation of the training strategy and curriculum (IE, IHKIB, MoNE)												
1.4 Upgrade/setting up of new apparel skills units (IE, IHKIB, MoNE)												
1.5 Selection and training of trainers (IE, IHKIB, MoNE)												
1.6 Implementation of the training program (IE, NE, IHKIB)												
1.7 Promote income-generating activities (AFAD, IHKIB)												
1.8 Publicity and visibility activities (AFAD, IHKIB)												
1.9 Regular steering committee meetings (AFAD, IHKIB, MoNE, ISKUR)												

## Sustainability

The project will make use of tangible equipment for training delivery in the form of mobile apparel skills units and know how transfer related to business skills. The project uses a mobile, modular, containerized approach to technical and livelihoods recovery training delivery and as a result the program procures a diverse range of training and production level equipment and other assets. In an ideal situation, at the end of the project cycle, UNIDO would use these resources for follow up programming and/or subsequent training programs. However, the short-term duration of the project, in the absence of follow-up training, will necessitate that the project transfers over to project counterparts the various equipment, tools, and other items procured under the terms of the project. To manage for this possibility, the PMU will work with its project linked ministerial counterparts, UN and Turkish partners to identify appropriate end use recipients that can utilize these assets at the end of the project cycle.

## Gender Strategy

The Syrian refugees are facing with various challenges related to basic needs and the challenges are even greater for women. Women and children are the most affected group because of the conflict. The project will focus mainly on women and their acquirement of new skills for employability. The impact will thus be even greater for women giving a chance to the previously non skilled women to earn income. The project will collect and use sex disaggregated data and qualitative information to analyze and track the gender issues as this is of utmost importance for this particular project.

The outcomes, outputs and activities are designed to meet the different needs and priorities of women and men. The project will ensure both women and men to provide inputs as well as access and participate in project activities. Women's participation is essential as they are the group that is in most need of this impact for their livelihood.

The project will recruit a Gender Expert or facilitate that the Program Coordinator (PCO) will also act as a gender expert. All the project staff will receive training on the matter and special attention will be

paid to gender issues. This is also crucial as the activities for women constitute a big part of the project activities. Project personnel will be recruited with a gender sensitive perspective. The indicators are formulated in a gender sensitive way and the monitoring and evaluation of the project will also cover gender issues as well as monitor behavioral changes towards greater gender equality. Even though this will be a great challenge for the project to overcome, the impact of this change will be very significant.

### **Environmental and Social Assessment**

The project is designed to address a social problem due to conflict in Syria. Therefore it would be correct to state that the project is by all means a social project. The environmental impact of the refugees is not very negative as their waste is most likely to be much less than an average household. The sectors selected for technical training are also sectors that don't have negative impact on the environment.

### **Visibility Strategy**

Under the proposed project, the PMU will continue to use traditional methods of donor recognition as well as continuing our practice of using social media. Under our previous Japanese-funded projects UNIDO made wide and extensive use of social media such as Twitter, YouTube, etc., which provided us with real time updates from the field. It greatly enhanced the transparency of our work and the activities of our international and national experts.

### **Risks mitigation measures**

The project will make use of tangible equipment for training delivery in the form of mobile apparel skills units and know how transfer related to business skills. The project uses a mobile, modular, containerized approach to technical and livelihoods recovery training delivery and as a result the program procures a diverse range of training and production level equipment and other assets. In an ideal situation, at the end of the project cycle, UNIDO would use these resources for follow up programming and/or subsequent training programs. However, the short-term duration of the project, in the absence of follow-up training, will necessitate that the project transfers over to project counterparts the various equipment, tools, and other items procured under the terms of the project. To manage for this possibility, the PMU will work with its project linked ministerial counterparts, UN and Turkish partners to identify appropriate end use recipients that can utilize these assets at the end of the project cycle.

## **D. INPUTS**

### **D1. Counterpart inputs**

- Disaster and Emergency Management Agency of Turkey (AFAD) will provide all the required cooperation during the project implementation.
- Istanbul Ready-Made Garment and Apparel Exporters' Association (IHKIB) will support the project activities by providing information/expertise on the apparel industry in Turkey.
- Ministry of National Education (MoNE) will support the project activities by providing information/trainers on vocational training in Turkey.
- The Turkish Labour Agency (ISKUR) will support the project activities by providing information/support on labour market in Turkey

### **D2. UNIDO inputs**

#### **Project Personnel**

UNIDO will endeavor to select the best possible and most skilled national and international experts:

- Short-term national and international and national technical experts will be recruited by UNIDO in order to implement the project activities such as training programmes, market survey and advocacy among others. Short-term experts will be assigned based on the specific needs identified during the implementation. International experts will be recruited for tasks e.g. planning, equipment maintenance and other specific tasks
- Program Coordinator (PCO): To be recruited by UNIDO to head the PMU and bear the responsibility of the whole project including both technical and administrative aspects as well the coordination of its activities in line with agreed upon operational priorities. (12 months)
- Project Field Coordinator (PFC): To be recruited by UNIDO in order to be continuously present in the project locations and coordinate field activities. He/she will be supporting the Program Coordinator. (12 months)
- Project Assistant (PAS): To be recruited by UNIDO in order support the Program Coordinator in financial and administrative issues (12 months)  
The PFC and PAS will assist the PCO in all the daily operations supervision, ensuring that all contract obligations are met, financial and reporting reconciliations remain current, that relevant follow-up activities on project components are conducted, that liaison with project counterparts enhance ownership and sustainability.

#### **Training**

Specific training for different topics will be prepared and conducted for the target group. A training strategy and work plan will be formulated. This will take into consideration employability and income generation potential, the result of the previous surveys, as well as consultations. Other unforeseen topics that will be deemed necessary during the inception phase will also be integrated in the program during implementation.

Project implementation of vocational and technical training programs will be conducted by a group of national and international experts. Furthermore, in order to ensure sustainability of these training programs, render them practical and equip the refugees with the necessary skills for use also for their home return a Train the Trainer methodology will be used. This will ensure that the outputs will be multiplied; the language barrier will be overcome; and peer learning will be facilitated.

#### **Equipment and supplies**

The UNIDO Field office in cooperation with HQs will handle arrangements for procuring inputs for the project and procurement will be undertaken in compliance with UNIDO's standard procurement procedures.

## **E. BUDGET**

The project follows the results-based management budget structure. In order to be able to respond to changing conditions and so as to ensure swift implementation, UNIDO may make budgetary adjustments, not foreseen in the project document, according to its rules and regulations: UNIDO will inform the donor about changes between budget components. In the case that shifts between outputs greater than 15 per cent become necessary, UNIDO will submit a revised budget for approval by the donor, showing and explaining the required changes. Changes between budgetary components are not to affect the total budget made available for the project.

<b>Bu-Li</b>	<b>Description</b>	<b>Total</b>
1100	International Experts	130,000
1500	Local Travel	30,000
1600	UNIDO Monitoring Missions	15,000
1700	National Experts	250,000
2100	Contracts	30,000
3000	Training	120,000
4500	Equipment	150,000
5100	Other Direct Costs	21,460
	Total	746,460
	13 % support costs	97,040
	<b>Grand total</b>	<b>843,500</b>

## **F. MONITORING, REPORTING AND EVALUATION**

The project's monitoring, reporting and evaluation will follow UNIDO rules and regulations. Monitoring of project activities will be conducted at several levels. Project implementation managers and field coordinators will be responsible for recording progress on project activities and the measurement of outcome indicators. A mid-term progress report and a final project report will be elaborated in addition to various reports on major benchmark activities

## **G. PRIOR OBLIGATIONS AND PREREQUISITES**

Ownership of equipment, materials, supplies and all other property financed from this program shall vest in UNIDO. Unless otherwise provided in the Project Document, following operational completion of the Project, ownership of equipment, of materials and supplies, as well as other property necessary for operation of the Project, shall be transferred to the counterparts. The final list of equipment will be established prior to the purchase request and will include developments since the preparation of the project. The Government will be responsible for a quick handling at the customs.

## **H. LEGAL CONTEXT**

The Government of the Republic of Turkey agrees to apply to the present project, mutatis mutandis, the provisions of the Revised Standard Technical Assistance Agreement concluded between the United Nations and the Specialized Agencies and the Government on 21 October 1965.

## Annex 1. Logical Framework

Intervention logic	Indicators	Means of Verification	Assumptions/Risks
<p><b>Project Objective:</b></p> <p>The objective of the project is to improve the livelihoods and social security of refugees, in particular the youth and women, by providing them with skills for (self) employment.</p>	<ul style="list-style-type: none"> <li>No of additional jobs for refugees, disaggregated by sex</li> </ul>	<ul style="list-style-type: none"> <li>Government reports</li> </ul>	<ul style="list-style-type: none"> <li>Government of Turkey's commitment to supporting livelihoods strategies remains strong</li> <li>Violence and instability</li> </ul>
<p><b>Outcome:</b></p> <p>(1) Jobs and income increased for youth and women refugees within and after the refugee camps. (There is significant industry demand for apparel skills in Turkey and Syria)</p> <p>(2) Overall human security for the most vulnerable improved. (The training will prepare the refugees not only for a productive life once they return to Syria but also it will keep them busy and out of trouble during their stay in Turkey.)</p>	<ul style="list-style-type: none"> <li>Average household income</li> </ul>	<ul style="list-style-type: none"> <li>Government reports</li> <li>Market and labour survey reports</li> </ul>	<ul style="list-style-type: none"> <li>Government of Turkey's commitment to supporting livelihoods strategies remains strong</li> <li>Violence and instability</li> </ul>
<p><b>Outputs/Results</b></p> <p>Vocational training strategy and workplan formulated; new equipment for training and pilot production installed; new curriculum developed; 1,000 youth and women refugees trained; sustainable income generating activities promoted; and competency based assessment and certification strategy for the apparel sector formulated</p>	<ul style="list-style-type: none"> <li># of trainees trained</li> <li># of participatory workshops/demonstration events conducted</li> <li># of end-users / beneficiaries trained, disaggregated by sex</li> </ul>	<ul style="list-style-type: none"> <li>Training reports</li> <li>Project progress Reports</li> </ul>	<ul style="list-style-type: none"> <li>Government of Turkey's commitment to supporting livelihoods strategies remains strong</li> <li>Violence and instability</li> </ul>