

**THE EUROPEAN UNION EMERGENCY TRUST FUND FOR STABILITY AND
ADDRESSING THE ROOT CAUSES OF IRREGULAR MIGRATION AND
DISPLACED PERSONS IN AFRICA**

**Action Fiche for the implementation of the Horn of Africa Window
T05-EUTF-HOA-SD-54**

1. IDENTIFICATION

Title	Youth, Employment, Skills (YES) - Sudan		
Total cost	Total estimated cost: EUR 18,000,000 Total amount drawn from the Trust Fund: EUR 15,000,000 BMZ will provide a financial contribution of EUR 3,000,000		
Aid method / Method of implementation	Project approach Indirect management with GIZ on behalf of BMZ		
DAC-code	11330	Sector	Vocational training

2. RATIONALE AND CONTEXT

2.1. Summary of the action and its objectives

The action contributes to **EU Trust Fund objective (1)** on creating greater economic and employment opportunities. It is aligned with the **Valletta Action Plan priority domain (1)** on development benefits of migration and addressing root causes of irregular migration and forced displacement, in particular through “investing in development and poverty eradication”, and with **Sustainable Development Goals 5** on achieving gender equality and empowering women and girls, and **8** on promoting inclusive and sustainable growth and employment. The intervention also supports the right to decent work and the formation of and participation in unions as per the International Covenant on Economic, Social and Cultural Rights, ratified by Sudan in 1986.

The **intervention logic** is that youth in urban settlements in Darfur experience high levels of unemployment and distress and this represents a time bomb: creating better opportunities for them is the wisest way to defuse it. Improved access of youth to market-oriented TVET opportunities will increase the availability of qualified labour (supply side); additionally, business development support to craft workshops and MSMEs will also boost the demand for labour (demand side). Information on labour markets and job placement services will facilitate the link between supply and demand. Efforts to improve coherence and awareness of the regulatory framework aim at an improved enabling environment for sustainable and inclusive economic growth (labour market policy framework).

The **overall objective** is to economically empower youth and disadvantaged groups among host communities, refugees and IDPs in Darfur, thus providing the national economy with employable skilled professionals. The **specific objective** of the project is to improve the ability of young women and men to find employment or establish and grow their businesses

through expanding and improving market oriented, equitable (also removing regional inequities) and gender-balanced Technical Vocational Education and Training (TVET).

The **geographical coverage** of the action encompasses the states of North Darfur, West Darfur and South Darfur. Due to the focus on urban economic development of the action, project activities will target the capitals of these three states: El Fasher, El Geneina and Nyala. In order to further strengthen the regulatory capacities in the TVET sector and to maximise sustainability of the action, activities at state level will feed into ongoing policy processes at federal level, in particular in supporting the Supreme Council for Vocational Training and Apprenticeship in the national capital Khartoum.

The action will intervene at both the demand and supply side of the labour market, as well as at the level of the regulatory framework and labour market matching in South, West and North Darfur States. In the course of the action, 1,000 trainees will benefit from additional, market-oriented TVET opportunities. Existing institutions for vocational qualification and training will be enabled to offer demand-oriented training and two new vocational training centres in El Fasher and El Geneina will be constructed and equipped. On the side of the private sector, 600 small industry workshops and companies will directly benefit from business development services, to grow their businesses and create additional jobs. Furthermore, job placement, career counselling services, as well as enhanced coordination among TVET actors will benefit all small and medium-sized businesses beyond the intervention area.

The **exit strategy** of the project is based on the gradual building of capacities of state and market institutions and actors at local, state and federal level. It will ensure the incremental integration of the new activities, programs and processes into public budgets and sector plans, and their replicability.

2.2. Context

2.2.1. Country context

With an area of app. 1.9 million km², Sudan is the third largest country in Africa. An estimated population of 40 million inhabitants is growing rapidly. It is estimated that 40% of the population is below 14 years.

Sudan is a low middle-income country and is a fragile country (OECD, World Bank). **About half of the population lives below the poverty line, with 8% in extreme poverty.** Socio-economic indicators remain low in a context of deep economic crisis, with reduced revenues after the independence of South Sudan, low oil prices and an economy which is not diversified. In the global Human Development Index rankings for 2016, **Sudan was placed at 165 out of 188.** It is estimated that **20% of the active population is unemployed**, with women's unemployment nearly twice that of men. Agriculture remains the main source of employment, although the urban informal sector is estimated to account for an equivalent of more than 60 per cent of GDP. Poverty is heightened by inefficient development plans and strategies, reduced public expenditures on basic services, and erosion of land and natural resources. An interim Poverty Reduction Strategy Paper (I-PRSP) and the Five-Year Program for Economic Reforms were approved by the Sudan parliament in December 2014. The process to prepare a "full" Poverty Reduction Strategy Paper (PRSP) is currently stalled. The Government of Sudan is still expected to release the results of the 2014-2015 Household Survey.

The humanitarian and development situation in Sudan remains serious and complex, with acute lifesaving needs across the Darfur region, Blue Nile and South Kordofan states, eastern Sudan and other areas. Humanitarian needs are primarily driven by poverty,

underdevelopment, and climatic factors, while in some areas this is caused by conflict and inter-communal tensions, as possible displacement and food insecurity drivers. The Sudan 2018 Humanitarian Needs Overview points to 5.5 million people in need of humanitarian assistance, including 3.1 million in Darfur. Environmental factors exacerbate the humanitarian crisis, contributing to displacement and food insecurity.

Food insecurity and malnutrition constitute a nationwide crisis, with 11 out of the 18 states in Sudan experiencing Global Acute Malnutrition (GAM). Three of these states—Red Sea, Kassala and Gedaref—are not affected by conflict. 3.8 million people are estimated to be food and livelihoods insecure in Sudan, according to the latest Integrated Food Security Phase Classification (IPC) analysis for October 2017.

Sudan has borders with some of the most unstable countries in East Africa: Central African Republic, South Sudan, Libya. Sudan is at the centre of the Eastern African migration route, towards North Africa and Europe. Hundreds of migrants, asylum-seekers and refugees are originating from or transiting through Sudan every month, with only a minority choosing to settle in the country. Traffickers and smugglers are operating in the country. About 3.1 million people are internally displaced (IDPs) and almost 925,000 are refugees and asylum seekers (UNHCR).

In Darfur alone, there are some 1.7 million displaced people (ECHO). There is no systematic registration of displacement outside camps. Darfur covers around 26% of Sudan's area (493,000 km²) and is home to nearly one-quarter of Sudan's population; it has been particularly affected by one and a half decades of conflict and one of the world's worst humanitarian crises; 70 % of the people live below the poverty line and 300,000 depend on humanitarian assistance. Although Sudan's population growth has slightly declined over the last years (currently 1.83%), Darfur's population growth rate remains high with over 2.8%. Around half of Darfur's population is below the age of 16. This is further increasing pressure on Darfur's chronically underfunded education system, which is struggling to provide adequate schooling for its children. As a result, around 30% of the children in Darfur are out of primary education (national average: 21%). Around a third of school beginners are expected to leave primary school before finishing the final grade. Girls are considerably more likely than boys to drop out of school before reaching the final grade due to prevailing cultural stereotypes.

As a result of conflict and displacement, many people of working age in Darfur lack perspectives for the future. Labour force participation (age 15 and above) in the urban areas stands at only 49.7 % in North Darfur (62.6 % among men, 36.4 % among women), 52.8 % in West Darfur (59.6 % among men, 45.5 % among women) and 47.4 % in South Darfur (62.6 % among men, 31.2 % among women). Youth are particularly affected: according to a study of the International Labour Organisation (ILO) from 2011, 49 % of the youth in the cities of Sudan (39 % men, 74 % women) are unemployed, but unofficial rates suggest urban youth unemployment of up to 75 %. Women are structurally marginalised in Sudan, due to strict allocation of gender roles in traditional and religious norms and values.

Bordering Chad, the Central African Republic and South Sudan, Darfur is a hub for (cross-border) trade, and has a small-scale industry with potential for economic growth and employment. Due to the low level of productivity of workshops and companies, however, the demand for qualified labour is currently low. At the same time, youth struggle to satisfy the small demand that exists on the labour market because they lack the necessary qualifications.

2.2.2. Sector context: policies and challenges

TVET is at the heart of EU Development policy and strategy, as indicated in the communication "Increasing the impact of EU Development Policy: an agenda for change".

The proposed programme and interventions are also aligned with the EU communication "A Stronger Role of the Private Sector in Achieving Inclusive and Sustainable Growth in Developing Countries", "Rethinking Education: Investing in skills for better socio-economic outcomes" and "A Decent Life for All".

The Darfur Development Strategy (2006) recognises as its pillars both "Reconstruction: improved access to quality education" and "Economic recovery: increased access to employment opportunities". Vocational training falls under the authority of the Supreme Council of Vocational Training and Apprenticeship (SCVTA). The Council is a tripartite Institution, consisting of representatives of institutions, workers and employers with a clear governance structure and mandate, which was established by the Ministry of Labour. The sector is governed by the Vocational Training and Apprenticeship Act of 2001, which foresees the establishment of State Councils for Vocational Training and Apprenticeship (StCVTA). These latter, however, do not yet exist due to lacking capacities and resources. The technical education sector, on the other hand, is managed by the National Council on Technical and Technological Education (NCTTE), and the Ministry of Education. The two sectors are thus institutionally completely separate and there is no comprehensive strategy for TVET in Sudan. The ILO developed the Sudan Technical and Vocational Education and Training Policy in 2013, which was adopted by the Sudanese authorities, but has been implemented only sporadically.

The Asylum Regulation Act of 2014 regulates all matters related to refugees and asylum seekers. The act stipulates the encampment policy of the Government of the Sudan, which foresees that all refugees are hosted in refugee camps instead of being integrated into local communities. The act is enforced with a degree of flexibility, with refugees settled in communities adjacent to the camps. The Commission for Refugees (COR) is responsible for all issues pertaining to refugees and determines which applicants are granted refugee status. The status entails limited freedom of movement, limited ability to take up employment and limited land ownership rights. In 2012, GoS had declared the "Four Freedoms" (freedom of residence, freedom of movement, freedom to undertake economic activity and freedom to acquire and dispose property) for refugees from South Sudan. Overall, formal rules are interpreted differently throughout Sudan. In fact, the legal landscape is incoherent and implementation of the rules by different governmental institutions varies greatly from locality to locality. As a result, many refugees live and work in a legal limbo.

Currently, there are no vocational training centres accredited by the SCVTA in Darfur; however some structures and institutions are in place and the present action aims to reinforce them. The technical schools in North, West and South Darfur and the technical college in Nyala do not fall under the authority of the Ministry of Labour and the SCVTA, but under the Ministry of Education and the Ministry of Higher Education respectively. Girls and boys are taught in separate secondary schools. Formally, the two technical secondary schools in El Fasher offer regular 2 year and 3 year courses. The technical secondary school for boys currently employs 45 teachers and registered 875 students, half of which are IDPs. The exact number of enrolled students in the girls' technical secondary school which presently employs 35 teachers is not available. It is estimated to be around 400 students. Costs for the regular course amount to 600 SDG (approximately € 20) a year. Similarly, in El Geneina, two technical secondary schools exist, with 720 students enrolled in the regular 3 years course in the boys' school, of which 50% are IDPs. School fees amount to 300 SDG (approximately €10) per year. While the boys' school employs 53 teachers, the girls school hires 22 teachers. No exact data on enrolment of students at the girls' technical secondary schools could be obtained. Training spaces in these institutions are extremely limited and courses do not qualify students according to the demand of the labour market, but rather for higher education. This, however, does not offer any employment guarantees: 23.3 % of those who

are unemployed have a university degree. The technical college in Nyala does also offer the governmental three-year programme for vocational training for one or two trades at a time, subject to space availability. The training, however, is largely theoretical and not tailored to the market needs and the technology available. These governmental institutions are generally poorly equipped and teachers lack of the necessary skills to prepare their students for the labour market.

Besides the regular 3-years courses, the technical secondary schools also offer various subject related short-courses of mainly 1-8 weeks duration (tire mending, food processing, installation of lights etc.) supported by different international and local organisations, including IOM, JICA, UNAMID, Save the Children, Relief International, UN-Habitat and Plan International. In 2017, the school in El Fasher offered short courses for 60 students, including 6 girls and 4 IDPs (supported by JICA) and additional short-courses to 50 students, including one female IDP (supported by COOPI). The technical secondary schools in El Geneina in turn offered a short course for 30 ex-combatants (financed by UNAMID) and a short course for 50 students, including 30 % IDPs and one girl (supported by JICA).

However, the majority of vocational trainees learn their trade in workshops and small businesses of craftsmen, where they work for two to five years, often without formal contracts and below minimum wages. Informal training is entirely unregulated and does not yield any official certificate.

Access to training and employment is particularly challenging for refugees, women and, to a certain extent, IDPs. **Women in Darfur are much more economically active than in many other parts of Sudan**, among others because many became the heads of their households after losing their husbands in the conflict. As a consequence, many women work as unqualified labourers in usually male-dominated activities like construction and brick-making at low pay and under precarious conditions. Other more traditional activities are food processes, leather crafts and beauty products. Prevailing gender stereotypes remain and pose challenges to the integration of women in the workforce. Women's work outside these activities is largely viewed by men as undesirable.

Refugees and IDPs typically face social exclusion due to the competition over scarce resources with the host communities. In the absence of functioning systems facilitating the matching between labour demand and skills supply (e.g. demand oriented training and job placement services), most trainees and employees find their employers through their own social networks, traditionally along shared ethnic identity, which further exacerbate ethnic exclusion. Refugees also face administrative hurdles to employment: in practice, it is still legally unclear whether and under what circumstances refugees are currently allowed to take up employment – and what kind of employment - in Darfur.

By law, all workshops and small businesses are members of the local small industry and crafts union. So far, these unions have been largely inactive in Darfur. Therefore, their members generally lack incentives to pay any membership fee. As **South Sudanese refugees are currently not allowed to have their own businesses**, they are not represented in these unions.

Information on the regulatory framework with regard to the registration of new businesses, taking up employment, refugee work permits and the amounts of fees applicable in the individual processes remains opaque and is not easily accessible. Overall, Sudan is ranked 170th out of 190 on the World Bank's doing business ranking for 2017. In particular the act of protecting minority investors, getting credit and trading across borders are identified as

exceptionally cumbersome (ranked lower than 170th). That hinders the creation of new businesses and limits access to employment, especially for refugees.

2.3. Lessons learnt

Vocational Training has to be embedded within the socio-economic context of policy dialogue, to help establish an active partnership between governments, employers and workers. This can lead to a higher degree of national consensus on the possible directions of TVET system development. Lessons learnt in different contexts worldwide show that **strengthening collaborative ties and involvement of the private sector, no matter how weak it still may be, is a key success factor in increasing the absorption rate of graduates into the local economy.** Not only the training content and its standardisation, but also the certification of competencies, the facilitation of job placement and the on-the-job training need private sector involvement. This action will not only ensure that skills trainings are geared towards market needs. It will also strengthen private sector entities such as local business associations and their members to become more competitive and create additional employment.

International best practices demand that any action must include mechanisms for anchoring efforts in institutional structures. The SCVTA at federal level and its decentralised structures in the states, the StCVTA, are foreseen by law to regulate and coordinate vocational training on the state-level. However, these have not yet been established due to a lack of resources. As coordination mechanisms are currently largely missing, institutional support to the SCVTA in Khartoum (e.g. curriculum development, certification, Training of Trainers) and support to the establishment of StCVTA's is part of this action. Such support needs to be integrated into the sector plans and budget allocations of the Sudanese Government.

In Sudan, several attempts have been made at merging the sectors of technical education and vocational training. Due to the institutional division and the competition over scarce resources between the Ministry of Education and the Ministry of Labour such efforts have not been fruitful so far. The development of a comprehensive TVET strategy and a National Qualification Framework (NQF) will need further co-ordinated long-term efforts by donors before such outcomes can be implemented at the level of institutions offering vocational training. The importance of a holistic approach cannot be underestimated. TVET initiatives have integrated components related to social cohesion, labour demand, the inclusion of vulnerable groups into the labour market, private sector development (MSMEs) and rural and environmental development. To avoid the sedimentation of a non-coherent TVET system, as a result of an accumulation of independent interventions established by different development partners at different system levels, a more strategic integration between different initiatives is highly recommended.

While ensuring and addressing structural changes in the medium to long term, any action must also produce tangible results in the short term, given the large number of unqualified and unemployed youth in Darfur. Global lessons learned, as spelled out, for instances in the UN three-track-approach, highlight the importance of tackling structural obstacles from the very beginning while also producing immediate results. While several humanitarian and development donors have engaged in the provision of short courses for vocational training or technical education in Darfur (in El Fasher and Geneina) of mainly 1-8 weeks duration (tire mending, food processing, installation of lights etc.) supported by different international and local organisations, the quick results have not led to structural improvement of the labour market. Rather there is a risk that these short-term, quick-win measures further erode the capacities of already weak training institutions. This action aims to counterbalance this bias towards short-courses and a lack of market orientation by working through the existing training structures. **To this end formal TVET structures will be enhanced and informal**

training opportunities in workshops and MSMEs will be professionalised through the introduction of standards and certifications.

Supporting women and people with disabilities to contribute to the social and economic development is a priority of the action. Lessons learnt show **the need to specifically address cultural barriers** preventing the participation of women and people with disabilities in vocational training and employment from the very beginning of project implementation. This will be done through the adaption of course content and awareness raising, sensitisation and the use of role models from within the communities. Previous experience in Darfur has shown that women face severe challenges in accessing male-dominated sectors and are often marginalised to sectors such as food processing, sewing and small handcrafts and professions with little potential for growth. The action therefore seeks to push such boundaries and support entrepreneurial women and people with disabilities to build a career or business. The prioritisation of disadvantaged groups notwithstanding, the action also draws on global best practice with regard to inclusive targeting in fragile contexts. This demands that structurally disadvantaged groups, rather than being exclusively targeted, will form part of a heterogeneous target group, avoiding stigmatisation and grievances.

2.4. Complementary actions

GIZ currently supports TVET and private sector development in El Fasher, El Geneina and Nyala. The project “Strengthening the Capacities for Reconstruction in Darfur” is funded by the German Federal Ministry for Economic Cooperation and Development (BMZ) with € 6,000,000 for 2015 – 2019. The project “Employment Initiative South Darfur: Vocational Qualification for refugees, IDPs and Host Communities in Nyala”, funded by the BMZ Special Initiative for Refugees (2017 – 2022) with € 8,000,000 intervenes in the same two fields. It also improves access to information on key administrative processes, such as the registration of new businesses, work permits for refugees and hiring processes. The intervention under the present Action Document will complement the above mentioned initiatives and its reporting will include all the activities funded under the three projects, complying with EUTF requisites.

The EU Trust Fund programme “IMPROVE” is a similar intervention but in the eastern states Kassala and Gedaref: it supports refugees and host communities through employment promotion with a budget of € 8,000,000 for 2017 – 2020 (plus a co-financing of € 1,500,000 from BMZ, the project being part of the wider GIZ’s IMPROVE programme).

The EUTF also supports four vocational training centres in Khartoum State by implementing a system of competency-based training, in which students are qualified in modular courses that build upon each other. The project is part of the RDPP Sudan, is funded by with € 3,000,000 for a period of three years and implemented by UNIDO. It includes the development of curricula and training of teachers to implement the new curricula.

The Facility on Sustainable and Dignified Return and Reintegration in Support of the Khartoum Process (Djibouti, Egypt, Eritrea, Ethiopia, Kenya, Somalia, South Sudan, Sudan and Tunisia) is funded by the EUTF with 25,000,000 Euro and managed by IOM. It supports the integration of returnees in national VET systems, among others, with a focus on capacity building for concerned institutions and actors.

With the initiative “Bridging the gap” the EU promotes the rights and inclusion of people with disabilities. The action is co-funded and implemented by the Italian Agency for Development Cooperation (AICS) with a total budget of € 343,500 over the course of three years (2018 – 2021).

UNESCO implements the project “TVET System Development in Sudan” as part of the Capacity Development for Education Programme (CapED) financed by Finland, Norway, and Sweden with a total budget of USD 500,000 for 2017 – 2019. The project aims at developing an overarching TVET strategy, a National Qualification Framework (NQF), and enables five Sudanese TVET institutions to develop and manage their improvement plans.

Funded by the Government of Japan, JICA supports vocational training in Khartoum, Kosti, Kassala, El Fasher, El Geneina and Nyala. The JICA project in the three Darfuri states, however, has ended in 2017. In Darfur, JICA focussed mostly on the provision of short courses to specific target groups.

The African Development Bank is funding the project “Capacity Building for Improved Quality of the Education System and Skills Development” with UAC 17,000,000 for 2015 – 2020.¹ The project aims to enhance teachers and managers’ skills development and the use of technology to improve quality education and training.

In addition, training initiatives are occasionally undertaken by private sector actors. Such initiatives contribute to satisfy the demand of qualified labour. Increasing the involvement of the private sector could lift a burden from the back of the public treasury and raise the overall efficiency of TVET provision. This involves streamlining the regulations regarding the establishment, accreditation and administration of private TVET centres.

The Turkish Cooperation and Coordination Agency (TİKA) supports the Sudan-Turkish Vocational and Technical Trainers Education Center in Khartoum. Similarly, the Korean International Cooperation Agency (KOICA) supports the Korean-Sudanese Training of Trainers centre in Khartoum.

All these interventions by different donors will benefit from improved donor coordination and fostering of capacities of the SCTVA in the sector, proposed under this project.

¹ The UAC or Unit of Account is a virtual currency used by the AfDB for accounting purposes in its dealings with states

2.5. Donor co-ordination

A Development Partners Group (DPG) was established in 2015. The DPG was to convene active development partners in the country, of which there is a limited amount, on a semi-regular basis. The UNDP was to act as a secretariat to the DPG. However, the DPG has not met since September 2016. A UN led task force is currently elaborating proposals for a revised humanitarian and development cooperation coordination framework for Sudan.

At the EU level, donor coordination takes place through the monthly cooperation meetings with EU Member States. As regards migration, the EU Delegation also co-chairs the EU+ (Switzerland and Norway) Migration Coordination Group.

Enhanced coordination of donor interventions in the field of employment promotion is an integral component of the action at hand, reflected in result 4 (see below in chapter 3). As part of the action, interventions by donors, market, government and civil society actors will be identified. Based on the findings, coordination mechanisms will be developed in a participatory process and taking into account existing structures for coordination.

3. DETAILED DESCRIPTION

The Action outlines a comprehensive approach encompassing different layers of support to employment promotion in Darfur. These range from the improvement of market oriented technical and vocational training (improving employability), to job-oriented private sector engagement and development (creating/improving jobs and self-employment) and matching of the labour market (meso level), to the improvement of framework conditions of economic and employment policy (macro level). The three result areas are highly complementary. While some activities are targeted directly at beneficiaries, other will target labour market structures from which all women and men in Darfur will benefit indirectly, by easing their access to decent jobs and self-employment.

3.1. Objectives

The **overall objective** of the action is to economically empower youth and disadvantaged groups among host communities, refugees and IDPs, with a focus on El Fasher, El Geneina and Nyala, to provide the national economy with employable skilled professionals.

The **specific objective** is to improve the ability of young women and men, to find employment or establish and grow their businesses through expanding and improving market oriented, equitable (also removing regional inequities) and gender-balanced vocational education and training.

3.2. Expected results and main activities

The **expected results** are:

The proposed project is expected to achieve the following results: (1) capacities of selected TVET institutions to offer market-oriented courses are improved [supply side]; (2) capacity of selected private sector organisations to offer demand-oriented services to MSMEs is strengthened [demand side]; (3) job placement and career counselling services are established [matching] (4) the governance and management of TVET regulatory bodies, training institutions and private sector organisations are strengthened [macro level].

Result 1: The capacities of selected TVET institutions to offer market-oriented courses are improved.

This result will be implemented through six main activities:

Activity 1.1: As part of a six months inception phase, conduct a needs assessment and capacity assessments in selected TVET schools and MSMEs. This assessment will draw on available documentation from state institutions and international agencies (in particular UNIDO, JICA, and Korea International Cooperation Agency - KOICA). It will also involve primary data gathering. Members of stakeholder organisations (e.g. teachers from TVET institutions, entrepreneurs from private sector organisations) will be involved in conducting the assessment and will be trained as enumerators. This is to ensure immediate short-term generation of skills and income, as well as greater market awareness of TVET teachers.

Activity 1.2: As part of a six month inception phase, develop a strategy for the promotion of youth, particularly women and people with disabilities, through vocational training. A participatory approach with stakeholders will be applied to develop the strategy. Role models, such as successful craft women operating in male dominated trades, will facilitate the strategy development process. The process itself is designed to serve as an awareness campaign. The ensuing strategy will guide all activities implemented as part of the action.

Activity 1.3: In the first 24 months of the action, construct and equip 2 TVET Centres in El Fasher and El Geneina, and support other selected schools, centres or colleges. The new centres will be built by local construction firms under the supervision of an international GIZ expert. Access of people with disabilities and all the necessary facilities for girls will be ensured in the design of the buildings, and will be improved in existing institutions. **Renewable energy options will also be carefully considered.**

Activity 1.4: Starting after the inception phase, and based on the findings from the needs assessment, develop 5 market-oriented courses of 2 – 12 months, including teaching and learning materials. Drawing on existing training material in Sudan, GIZ experience internationally as well as on best practices from elsewhere, new curricula will be developed to respond to current market demands. Depending on the needs of the local markets, such courses may include welding, carpentry, construction, mechanics, electrics or agro TVET/agricultural machinery repair. The SCVTA and its emerging state councils will be closely involved in that process. 1,000 trainees will benefit from additional, market-oriented TVET opportunities.

Activity 1.5: Starting after 12 months into the action, enhance capacities of at least 150 teachers and trainers in TVET institutions. TVET institutions include not only governmental ones, such as technical schools, technical colleges or vocational training centres, but also workshops and small businesses offering workplace and in-house training. Training will be conducted in specific courses to upgrade skills, but also in on-the-job training in the institutions themselves. Teacher training facilities and master trainers will be supported to ensure that the capacities for such training are improved in the long term.

Activity 1.6: Starting after the inception phase, training of at least 30 managerial and administrative staff in TVET institutions. The training can involve, on-the-job training, short-

term courses, exchanges between different TVET institutions inside and outside of Darfur and Sudan.

Result 2: Selected private sector organisations are strengthened to develop demand-oriented services to MSMEs with a view to becoming self-sustaining.

This result area has four main activities:

Activity 2.1: As part of the inception phase, conducting a market assessment in Nyala, El Geneina and El Fasher. The assessment will identify priority sectors with high potential for competitiveness, employment generation and women's involvement. This activity will draw on existing documentation (from Sudanese chamber of commerce, the Small Industries and Craftsmen Union (SICU), international organisations), and be complemented with primary data gathering. Members of stakeholder organisations (e.g. teachers from TVET institutions, entrepreneurs from private sector organisations) will be involved in conducting the assessment and will be trained as enumerators. This is to ensure immediate short-term generation of skills and income, as well as greater market awareness of TVET teachers.

Activity 2.2: In collaboration with private sector organisations (SICU, cooperatives, micro finance institutions, women associations) in the three selected Darfuri capitals, designing market oriented training modules for Business Development Services (BDS) for existing MSMEs and entrepreneurship promotion for aspiring entrepreneurs. Training materials will be developed on the basis of existing syllabuses and meet the target groups' skills level, while also adhering to international standards.

Activity 2.3: Offer ToT to 50 trainers in intermediary private sector organisations (e.g. SICU, cooperatives, micro credit institutions, women associations) concerning business development services and entrepreneurship promotion. Courses will cover areas such as product quality, business management training, and financial advice on business expansion, promoting networking and exchange of entrepreneurs and presenting best practices.

Activity 2.4: Developing mechanisms to improve interaction of private sector umbrella organisations across Darfur and at both state and national levels. These may include regular forum meetings on Darfur level or the strengthening of the coordination capacities of federal-level private sector organisations.

Result 3: Job placement and career counselling services are established.

This result area has four main activities:

Activity 3.1: Increasing the capacities of suitable institutions (e.g. department of labour, Ministry of Labour, Small Industry and Crafts Unions/ Chamber) to collect and disseminate labour market information. Through technical advice, workshops and on-the-job training through GIZ experts, selected institutions will be enabled to systematically collect information on e.g. unemployment, employment by sector, occupation and education, wages, labour costs, etc.

Activity 3.2: Supporting key actors (e.g. labour offices, small industry and crafts unions, TVET institutions or others) to develop and offer (gender-sensitive) career counselling, guidance and job placement services. GIZ experts will assess the capacities of actors and

provide technical advice and/ or capacity development as necessary to enable them to offer the new services.

Result 4: The governance and management of TVET regulatory bodies, training institutions and private sector organisations are strengthened.

This result area has four main activities:

Activity 4.1: Strengthening the capacities of the SCVTA for the development and revision of market-oriented curricula and training of trainers. This includes an assessment of the existing capacities, the development of a national strategy and the support to decentralisation, in close coordination with other actors in the sector (e.g. JICA, KOICA, Turkish Cooperation and Coordination Agency - TIKKA). GIZ development workers and experts will provide capacity development to key staff of the SCVTA as well as master trainers in the ToT centres of the SCVTA. The centres will be upgraded where appropriate.

Activity 4.2: Mapping existing interventions of the international community as well as governmental and private actors in the area of TVET and private sector development in Sudan. The mapping exercise will be conducted by GIZ staff in close coordination with the SCVTA, with a particular focus on interventions in the three targeted Darfuri states.

Activity 4.3: Supporting the establishment of state-level and federal-level coordination mechanisms or enhancing existing mechanisms for coordination. Based on the mapping, appropriate coordination mechanisms will be developed in a participatory manner. These include the StCVTAs. Existing structures for coordination will be taken into consideration and will be enhanced where appropriate.

Activity 4.4: Enhancing the capacities of state and market actors (e.g. SCVTA, Chamber of Small Industries and Crafts) to coordinate sector interventions in the long term. Based on a needs assessment, these measures will include tailor-made trainings and on-the-job capacity development and technical advice.

Activity 4.5: Facilitating the dialogue between the public and the private sector to improve the business-enabling environment in regular workshops and conferences. This includes the identification of applicable legal provisions related to starting a business (business registration, land usage, etc) and making them easily accessible to the public.

3.3. Risks and assumptions

The main risks are:

Risks	Risk levels (L/M/H)	Mitigating measures
The implementation of additional TVET programs in existing TVET institutions might strain their resources in terms of space and manpower, compromising regular	M	Through the construction of 2 additional TVET centres, pressure on the existing facilities is eased. The project also promotes coordination among actors providing short courses, enabling the more efficient use of their existing capacities;

coursework		
Lack of government support for the provision of teachers, administrative and managerial staff and running costs of TVET centres	L	GIZ has already secured the political buy-in from the SCVTA and the State Ministries of Finance for the construction of new TVET centres. They will provide the resources for the regular governmental coursework. Additional costs, e.g. for short-courses, will be covered by GIZ;
The enabling business environment further deteriorates	M	The project brings together the Ministry of Labour, the small industry and crafts union and the Commissioner for Refugees with the aim of improving policies and information systems shaping the business environment. Also, the project enhances the resilience of the local small-scale economy to conflict over scarce resources or economic shocks, (e.g. the outbreak of violence due to poor harvesting seasons), by creating alternative income generating activities in the small industries and hand crafts sectors.

The **assumptions** for the success of the project and its implementation include:

- The political relations between the EU and Sudan will not deteriorate affecting the relations with Sudanese authorities.
- The Sudanese Government continuously supports European and German development activities in Darfur and permits traveling to the region.
- Micro-, small- and medium enterprises are generally interested in employment-oriented growth.
- Economic umbrella organisations and vocational training institutions are willing to cooperate within the framework of European and German development activities.

3.4. Cross-cutting issues

Gender equality is a serious challenge for project interventions as the role of women in Sudan is still strongly determined by traditional social norms and taboos. Gender equality considerations will be built into the detailed project design and will be mainstreamed in all the activities planned during the Inception Phase of the project. Hence, a gender perspective will be integrated into every phase of the action: design, implementation, monitoring and evaluation – with a view to promoting equal rights and opportunities for women and men. From an operational point of view, the differing needs and abilities of the most vulnerable women, men, girls and boys will be identified and assistance targeted accordingly. The action will ensure equal opportunities and access to services, gender balanced human resource management, and gender sensitive monitoring and evaluation system including gender-disaggregated data collection and gender performance indicators. The promotion of gender equality is an integral part of GIZ’s project communication strategies, which aim at encouraging women to participate in training opportunities and enter the labour market, while at the same time sensitising their social environment, including men, to the benefits or the economic empowerment of women.

Good governance principles have already been followed in the design phase of the programme by organising joint planning sessions. The Government confirmed that the project is in line with its own policies at national and state level. In the implementation phase, good

governance will be addressed by improving the organisational and managerial structures of institutions in the TVET sector as well as private sector unions. The decentralisation process in the TVET sector will be supported through strengthening the STVTA at federal level and support to the establishment of StCVTA and coordination platforms on the state-level in the intervention area. Participatory planning processes and regular feedback and accountability mechanisms will increase transparency of decision making and enhance accountability of leaders or managers.

Conflict prevention is a key principle for GIZ interventions and project interventions take account of the interactions (whether intended or not) between the project in the conflict dynamics. The project is embedded in the understanding that employment generation can ease or exacerbate conflict potential, depending on how it is implemented. Design, implementation and monitoring of the project all depart from the understanding that access to resources, training, jobs and markets in a contested environment such as Darfur will inevitably affect the existing power structures. Therefore, the project will not only monitor results, but also pay close attention to processes, perceptions and communication, and ensure that interventions are perceived as neutral, transparent and inclusive. Project staff is or will be trained in the do-no-harm approach and sensitised to understand situations which might lead to conflicts. Participatory methods will be employed to address conflictual issues in a timely manner and to identify compromises which can satisfy all parties involved.

Climate change is a factor that might exacerbate tensions in the region, increasing pressure on the urban infrastructure and economy. Structures capable of offering better training and employment opportunities are therefore much needed. In addition, the project promotes the safe disposal of waste through private sector organisations, as well as environmentally friendly construction. The feasibility of installing solar panels in TVET institutions will be assessed.

Human rights: in the design and implementation of the project, the human rights-based approach to development is applied. In addition, the action supports the fulfilment of the rights to decent work, an adequate standard of living, non-discrimination, freedom from child labour, and the rights of people with disabilities (education, accessibility, participation, work and employment, adequate standard of living).

3.5. Stakeholders

The action will be implemented together with partner institutions at state-level and in close collaboration with partners at national level. Stakeholder will represent the supply side as well as the demand side of the labour market in Darfur.

On the supply side of the labour market, the main stakeholder is the SCVTA, which falls under the Federal Ministry of Labour and governs the vocational training sector in Sudan. The SCVTA is responsible for the training of teachers, development and revision of curricula, certification and all other related matters. Its state-level representations (StCVTA) have not been set up yet due to a lack of resources. Instead, the SCVTA is represented at state-level by departments of labour and vocational training, which are mostly part of the State Ministries of Finance. All of these institutions need support to manage vocational training at state or federal level in a manner that would address the market demands for qualified graduates of vocational training. Vocational training centres, although currently not existing in Darfur, fall under the authority of the SCVTA.

Another critical stakeholder in the TVET sector is the National Council for Technical and Technological Education (NCTTE), an entity created by the Ministry of Education. All technical secondary schools and technical colleges fall under the authority of the NCTTE. While the sector is better funded than the vocational training sector, it offers less potential for

large-scale employment promotion, due to the excessive length of courses, their largely theoretical and not tailored to the market needs subjects and the technology available.

In addition to the formal TVET sector institutions, the actions will also liaise with workshops and companies that offer informal training opportunities (traditional apprenticeship) or in-house training (medium-sized enterprises).

On the demand side of the labour market, the action will closely work with existing private sector organisations. The Chamber of Small Industries and Crafts, based in Khartoum, represents unions from all 18 Sudanese states and has branches in Nyala, El Geneina and El Fasher. The Small Industries and Crafts Union (SICU) in El Geneina counts 1,900 members, while SICU's branch in El Fasher has 1,250 members. Although exact figures for SICU's branch in Nyala are not available, estimates amount to 2,500 members, taking into account the comparative strength of the small industries and craft sector in the South Darfur capital. Generally, any persons who registered a workshop or business in Sudan can become a member of SICU.

Next to the unions, the action will identify relevant business cooperatives and women associations representing those priority sectors that will be identified during the induction phase. While the unions are cross-sector organisations, the cooperatives are organised along different trades. Finally, associations for persons with disabilities and micro finance institutions with experience and an established client base in Darfur will also be considered as potential stakeholders to offer business development services to the action's beneficiaries, including both existing craft workshops and MSMEs as well as VT graduates who intend to set up their own businesses.

In order to ensure the inclusions of refugees, the Commission of Refugees (COR) will be an important partner of the project, as it is responsible for all matters related to refugees. They have been negotiating for years with the Ministry of Labour in an effort to lift the requirement of work permits for South Sudanese refugees and asked GIZ to support them in these efforts.

At the start of the project, a project advisory committee will be formed, including EU, GIZ, MIC, SCVTA and potentially other above-named actors / partners.

4. IMPLEMENTATION ISSUES

4.1. Financing agreement, if relevant

No Financing Agreement is foreseen for this action.

4.2. Indicative operational implementation period

The indicative operational implementation period, comprehensive of an inception phase, will be 48 months from the signature of the contract.

4.3. Implementation components and modules

The envisaged modality of funding is an Indirect Management Agreement with GIZ.

As a government owned private entity, GIZ is not required to work through local partners, but can implement its projects directly with its own international, regional and national experts. The GIZ Office in Khartoum will provide technical and administrative support to the team in the field. GIZ Field offices are already established in El Fasher, El Geneina and Nyala, a risk management system to safeguard implementation in the fragile context of Darfur is in place.

In total, four international and twelve national GIZ staff are currently implementing the projects in the three Darfuri States.

4.4. Indicative budget

Component	EU contribution	BMZ contribution	Amount in EUR
Result 1: Qualified youth (supply-side)	9,000,000	1,000,000	10,000,000
Result 2: Strengthened competitiveness in the private sector (demand-side)	3,000,000	750,000	3,750,000
Result 3: Matching and market information	1,385,000	250,000	1,635,000
Result 4: Scaling up and integration	1,500,000	935,000	2,435,000
Communications and visibility	70,000	20,000	90,000
Monitoring, audit and evaluation	45,000	45,000	90,000
Total	15,000,000	3,000,000	18,000,000

4.5. Evaluation and audit

All components of this action will have to be integrated with the EUTF Monitoring and Learning System (MLS)² for the reporting of selected output and outcome indicators, and project implementing partners must take part in case study exercises and the learning strategy developed by the MLS. Project implementing partners will be expected to provide regular (at least quarterly) data to the MLS in a format which will be introduced during the contract negotiation stage.

Project implementing partners will have to report against a selected number of the MLS output indicators (see full list in annex III). The monitoring of these indicators will therefore have to be included in the M&E systems of each component (in addition to the indicators already existing in the project logical framework, see annex II).

If necessary, ad hoc audits or expenditure verification assignments could be contracted by the European Commission for one or several contracts or agreements.

Audits and expenditure verification assignments will be carried out in conformity with the risk analysis in the frame of the yearly Audit Plan exercise conducted by the European Commission. The amount allocated for external evaluation and audit purposes should be shown in the budget at section 4.4. Evaluation and audit assignments will be implemented through service contracts, making use of one of the Commission's dedicated framework contracts or alternatively through the competitive negotiated procedure or the single tender procedure.

The day-to-day technical and financial monitoring of the implementation will be a continuous process and part of the implementing partner's responsibilities. To this aim, GIZ will establish

² T05-EUTF-HOA-REG-28

a permanent internal, technical and financial monitoring system for the action and elaborate regular progress reports and final reports. Every report shall provide an accurate account of implementation of the action, difficulties encountered, changes introduced, possible effects on the broader conflict dynamics, as well as the degree of achievement of its results (outputs and direct outcomes) as measured by corresponding indicators, using as reference the logframe matrix. The report will be laid out in such a way as to allow monitoring of the means envisaged and employed and of the budget details for the action

A baseline study will be carried out during the inception phase of the project, to be able to track progress and potential setbacks over time and GIZ will undertake annual assessments to monitor progress and impact. The project will submit annual progress reports and a completion report. The final report, narrative and financial, will cover the entire period of the action implementation.

An external mid-term review will assess progress towards delivering the proposed outputs, and whether or not adjustments are needed in activities and/or budgetary allocations. A final impact and evaluation study will be performed at the end of the project. The evaluation will show possible alterations in comparison with the baseline data and assess whether changes occurred in accordance with the targets set. Based on these findings, relevant conclusions will be obtained with regards to the performance of the project, indicating if future actions are needed to assure sustainability of project activities.

GIZ will annually commission external audits to provide the annual Financial Report with audited statements to the donors.

4.6. Communication and visibility

Communication and visibility of the EU is a legal obligation for all external actions funded by the EU. This action shall contain communication and visibility measures which shall be based on a specific Communication and Visibility Plan of the Action. Appropriate contractual obligations shall be included in the procurement contracts. The Communication and Visibility Manual for European Union External Action³ shall be used to establish the Communication and Visibility Plan and the appropriate contractual obligations.

The Akvo RSR⁴ on-line reporting platform, which is available to the public, will be used to communicate and report on this action as well as on all project components. Akvo RSR links directly to the EUTF website. The project logical frameworks will be encoded in their respective Akvo pages and regular reporting of project activities and outputs will take place on this platform.

³ <https://ec.europa.eu/europeaid/node/17974>

⁴ Akvo Really Simple Reporting

Annex I: Mapping against EUTF strategies policies, Valetta Action Plan and the United Nations Sustainable Development Goals

EU Trust Fund Strategy	Valletta Action Plan	United Nations Sustainable Development Goals
Four main areas of intervention	Five priority domains, and 16 initiatives	17 goals
<p>1) Greater economic and employment opportunities</p> <p>2) Strengthening resilience of communities and in particular the most vulnerable, as well as refugees and displaced people</p> <p>3) Improved migration management in countries of origin and transit</p> <p>4) Improved governance and conflict prevention, and reduction of forced displacement and irregular migration</p>	<p>1) Development benefits of migration and addressing root causes of irregular migration and forced displacement</p> <ol style="list-style-type: none"> 1. enhance employment opportunities and revenue-generating activities 2. link relief, rehabilitation and development in peripheral and most vulnerable areas 3. operationalise the African Institute on Remittances 4. facilitate responsible private investment and boost trade <p>2) Legal migration and mobility</p> <ol style="list-style-type: none"> 5. double the number of Erasmus scholarships 6. pool offers for legal migration 7. organise workshops on visa facilitation <p>3) Protection and asylum</p> <ol style="list-style-type: none"> 8. Regional Development and Protection Programmes 9. improve the quality of the asylum process 10. improve resilience, safety and self-reliance of refugees in camps and host communities <p>4) Prevention of and fight against irregular migration, migrant smuggling and trafficking of human beings</p> <ol style="list-style-type: none"> 11. national and regional anti-smuggling and anti-trafficking legislation, policies and action plans 12. strengthen institutional capacity to fight smuggling and trafficking 13. pilot project in Niger 14. information campaigns <p>5) Return, readmission and reintegration</p> <ol style="list-style-type: none"> 15. strengthen capacity of countries of origin to respond to readmission applications 16. support reintegration of returnees into their communities 	<ol style="list-style-type: none"> 1) End poverty in all its forms everywhere 2) End hunger, achieve food security and improved nutrition and promote sustainable agriculture 3) Ensure healthy lives and promote well-being for all at all ages 4) Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all 5) Achieve gender equality and empower all women and girls 6) Ensure availability and sustainable management of water and sanitation for all 7) Ensure access to affordable, reliable, sustainable and modern energy for all 8) Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all 9) Build resilient infrastructure, promote inclusive and sustainable industrialisation and foster innovation 10) Reduce inequality within and among countries 11) Make cities and human settlements inclusive, safe, resilient and sustainable 12) Ensure sustainable consumption and production patterns 13) Take urgent action to combat climate change and its impacts 14) Conserve and sustainably use the oceans, seas and marine resources for sustainable development 15) Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss 16) Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels 17) Strengthen the means of implementation and revitalise the global partnership for sustainable development

Annex II: Logical Framework

INDICATIVE LOGFRAME MATRIX

The activities, the expected outputs and all the indicators, targets and baselines included in the logframe matrix are indicative and may be updated during the implementation of the action, no amendment being required to the financing decision. When it is not possible to determine the outputs of an action at formulation stage, intermediary outcomes should be presented and the outputs defined during inception of the overall programme and its components. The indicative logframe matrix will evolve during the lifetime of the action: new lines will be added for including the activities as well as new columns for intermediary targets (milestones) for the output and outcome indicators whenever it is relevant for monitoring and reporting purposes. Note also that indicators should be disaggregated by sex whenever relevant.

	Results chain	Indicators	Baseline (incl. reference year)	Current value Reference date	Targets (incl. reference year)	Sources and means of verification	Assumptions
Overall objective: Impact	Economically empower youth and disadvantaged groups among host communities, refugees and IDPs, with a focus on El Fasher, El Geneina and Nyala, to provide the national economy with employable skilled professionals.	Number of young people provided with employable skills, disaggregated by gender and status (host communities, refugees, IDPs); A National or state strategies, policies or practices relating to making TVET services appropriate for youth and marginalised groups including young women and	TBD following Inception Phase 0	0	1000 1	Mid-term and final report Employment surveys Mid-term and final report	

		young people living with disabilities					
Specific objective(s): Outcome(s)	To improve the ability of young women and men to find employment or establish and grow their businesses through expanding and improving market oriented, equitable (also removing regional inequities) and gender-balanced Technical Vocational Education and Training (TVET).	<p>Employment status of the targeted youth (male, female, disables) according to categories (host communities, refugees, IDPs):</p> <p>Percent employed;</p> <p>Percent selfemployed;</p> <p>Percent working as apprentices;</p> <p>Percent looking for job</p> <p>Percentage of targeted youth (male, female, disabled) reporting increased job opportunities.</p> <p>Gross Enrolment</p>	TBD following Inception Phase		TBD following Inception Phase	Mid-term and Final report	

		in TVET (male, female, disabled)				TVET institutional data	
Outputs	1. The capacities of selected TVET institutions to offer market-oriented courses are improved.	# of Darfuris, IDPs and refugees living in Darfur have successfully completed labour market-oriented training measures supported by the project.	0 (2018)	0 (2018)	1000 (Darfuris, IDPs, refugees, increasing % of women compared to baseline)	Documentation of course participation	
	2. Selected private sector organisations are strengthened to develop demand-oriented services to MSMEs with a view to becoming self-sustaining.	MSME trained in business development and entrepreneurship development.	0 (2018)	0 (2018)	600 MSMEs (20 % of which are women-managed, 30 % IPD-owned), approximately 200 in each capital.	Training documentation	
	3. Job placement and career counselling services are established	% of # of people (e.g. TVET school graduates, at least y% of whom are women)	0 (2018)	0 (2018)	80 % of 180 At least 30 % of them women	Survey among those participating	

	<p>4. The governance and management of TVET regulatory bodies, training institutions and private sector organisations are strengthened.</p>	<p>participating in job orientation and/or career counselling, confirm that they facilitate entry into the labour market (illustrated with x examples).</p> <p>Coordination bodies established</p>	<p>0</p>	<p>4</p>	<p>Illustrated with 10 examples</p> <p>4 (one in Khartoum on the federal level, one each in the States of North, West and South Darfur)</p>	<p>in job orientation and career counselling</p> <p>Founding documents</p>		
<p>Activities</p>	<p><i>A 1.1. – Needs assessment and capacity assessments in selected TVET institutions and MSMEs</i></p> <p><i>A 1.2. – Develop a TVET strategy for promotion of youth</i></p> <p><i>A 1.3 – Construct and equip 2 TVET centres</i></p> <p><i>A 1.4. – Develop market-oriented (short) courses and produce teaching and learning materials.</i></p> <p><i>A 1.5. – Capacity development for teachers, trainers in TVET institutions</i></p>		<p>Means:</p> <p>International long-term team leader for up to 48 person months</p> <p>International long-term TVET expert for up to 48 person months</p> <p>International long-term expert on private sector development for up to 48 person months</p> <p>International long-term junior expert for up to 36 person months</p> <p>International long-term expert on construction for up to 24 person</p>					

	<p><i>A 1.6. – Train of managerial and administrative staff in TVET institutions</i></p> <p><i>A 2.1. – Market assessment in Nyala, El Geneina and El Fasher</i></p> <p><i>A 2.2. – Design market-oriented training modules for BDS</i></p> <p><i>A 2.3. – Offer TOT to intermediary private sector organisations</i></p> <p><i>A 2.4. – Strengthen interaction of private sector umbrella organizations on state and federal level</i></p> <p><i>A 3.1. – Enhance capacities for collection and dissemination of labour market information</i></p> <p><i>A 3.2. – Support provision of career counselling, guidance and job placement services</i></p> <p><i>A 4.1: Strengthen the capacities of the SCVTA</i></p> <p><i>A 4.2. – Map existing TVET and PSD interventions</i></p> <p><i>A 4.3. – Support the establishment of coordination mechanisms</i></p> <p><i>A 4.4. – Enhance state and federal capacities for coordination</i></p> <p><i>A 4.5. – Facilitate the dialogue between the public and the private sector</i></p>	<p>months</p> <p>Up to four international long-term development workers for up to 36 person months</p> <p>International short-term experts for up to 30 person months</p> <p>Up to 15 national experts on TVET, construction, private sector development and promotion of gender equality for up to 48 person months each</p> <p>Local contract for the construction of vocational training centres</p> <p>Costs</p> <p>18,000,000 EUR</p>	
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The Coordinator may, in agreement with the EU Delegation, amend the activities, outputs, all the indicators and the related targets, baselines and sources of verification described in this logical framework in accordance with Article 9.4 of the General Conditions. Any change must be explained in the reports, whenever possible anticipatively. **In case of doubt it is recommended to check beforehand with the Contracting Authority that the proposed modifications do not impact the basic purpose of the action.**

Although it is allowed to have more than one specific objective, essentially in complex programmes, it is a good practice to determine only one specific objective/(main) outcome. When necessary, intermediary outcomes with their related (outcome) indicators should figure in the line of the outcomes: the sequence of abbreviations in this case should be: Oc (main outcome); iOc1 (intermediary outcome 1) iOc2, (...); Op1.1. (output related to intermediary outcome 1), Op 1.2, Op 2.1., Op2.2. (...).

Definitions:

“Impact” means the primary and secondary, long term effects produced by the Action.

“Outcome” means the likely or achieved short-term and medium-term effects of an Action’s outputs.

“Output” means the products, capital goods and services which result from an Action’s activities.

“Indicator” is the quantitative and/or qualitative factor or variable that provides a simple and reliable means to measure the achievement of the Results of an Action.

“Baseline” means the starting point or current value of the indicators.

“Target” (or results Goal) means the quantitatively or qualitatively measurable level of expected output, outcome or impact of an Action.

A “logical framework matrix” (or “logframe matrix”) is a matrix in which results, assumptions, indicators, targets, baselines, and sources of verification related to an action are presented.

The intervention logic tells how, in a given context, the activities will lead to the outputs, the outputs to the outcome(s) and the outcome(s) to the expected impact. The most significant assumptions developed in this thinking process are to be included in the logframe matrix.

Annex III: EUTF Indicators as part of the Monitoring and Learning System

EUTF COMMON OUTPUT INDICATORS *			
1. Greater economic and employment opportunities		Optimal disaggregation (in addition to geographical location)	
1.1	Number of jobs created	Gender Target groups (refugee, IDP, Host community, returnee, migrant in transit) Age group Types of Job (permanent, short term, cash for work, etc.) Location	
1.2	Number of MSMEs created or supported	Type of support (access to finance, business development, training, equipment, market access, etc.)	
1.3	Number of people assisted to develop economic income-generating activities	Gender Target groups (refugee, IDP, Host community, returnee, migrant in transit) Age group Types of support (funding, finance education, entrepreneurship prog., business dev service, etc.)	
1.4	Number of people benefiting from professional trainings (TVET) and/or skills development	Gender Target groups (refugee, IDP, Host community, returnee, migrant in transit) Age group Types of TVET (professional training, skills dev scheme, internship, other)	
1.5	Number of job placements facilitated and/or supported	Gender Target groups (refugee, IDP, Host community, returnee, migrant in transit) Age group Types of Job (permanent, short term, cash for work, incentive, etc.)	
1.6	Number of industrial parks and business infrastructure created, expanded or improved		
1.7	Financial volume of new funding instruments for scholarships or self-employment		
1.7 bis	Financial volume granted to individual recipients		
2. Strengthening resilience		Optimal disaggregation (in addition to geographical location)	
2.1	Number of local development plans directly supported		
2.1 bis	Number of social infrastructure built or rehabilitated	Use of infrastructure (health, education, water, sanitation, housing, domestic energy, legal, etc.)	
2.2	Number of people receiving a basic social service	Gender Target groups (refugee, IDP, Host community, returnee, migrant in transit) Age group Types of Service (health, education, water, sanitation, housing, energy, legal, nutrition, etc.)	
2.3	Number of people receiving nutrition assistance	Gender Target groups (refugee, IDP, Host community, returnee, migrant in transit) Age group	
2.4	Number of people receiving food security related assistance	Gender Target groups (refugee, IDP, Host community, returnee, migrant in transit) Age group Types of assistance (social protection schemes, training on agri practice, agri inputs, land dev, etc.)	
2.5	Number of local governments and/or communities that adopt and implement local disaster risk reduction strategies		
2.6	Hectares of land benefitting from improved agricultural management	Types of support (irrigation, rehabilitation, improved management, etc.)	
2.7	Number of people reached by information campaigns on resilience-building practices and basic rights	Gender Target groups (refugee, IDP, Host community, returnee, migrant in transit) Age group Types of practices and rights (health, education, water, energy, rights, etc.)	
2.8	Number of staff from local authorities and basic service providers benefitting from capacity building for strengthening services delivery	Type of service (health, education, etc.)	
2.9	Number of people having improved access to basic services	Target groups (refugee, IDP, Host community, returnee, migrant in transit)	
CROSS-CUTTING		Optimal disaggregation	
5.1	Number of multi-stakeholders groups and learning mechanisms formed and regularly gathered	Type of actors (state-level, local authorities, civil society) Goal of the group/platform (coordination or learning)	
5.2	Number of planning, monitoring, learning, data-collection and analysis tools set up, implemented and / or strengthened	Types of tools (studies, needs assessment, market assessments, reporting and statistics, etc.)	
5.3	Number of field studies, surveys and other research conducted	Focus of research	
3. Improving Migration Management		Optimal disaggregation (in addition to geographical location)	
3.1	Number of projects by diaspora members	Type of projects	
3.2	Number of migrants in transit, victims of human trafficking, children in the mobility, IDPs and refugees protected or assisted.	Gender Target groups (refugee, IDP, returnee, migrant in transit) Age group Types of Protection (protection measures, medical and psychosocial, shelter, food, legal, etc.)	
3.3	Number of migrants, or potential migrants, reached out by information campaign on migration and risks linked to irregular migration	Gender Target groups (refugee, IDP, returnee, migrant in transit) Age group	
3.4	Number of voluntary returns or humanitarian repatriation supported	Gender Age group Types of assistance (transportation, pre-departures counselling assistance to obtain documents, return tickets, travel escorts, assistance upon arrival, etc.)	
3.5	Number of returning migrants benefiting from reintegration assistance	Gender Age group Types of assistance (income generating, medical, education, housing support etc.)	
3.6	Number of institutions and non-state actors strengthened through capacity building or operational support on protection and migration management	Types of support (capacity building, operational support, etc.)	
3.7	Number of individuals trained on migration management	Target groups (state, non-state)	
3.8	Number of refugees and forcibly displaced persons receiving legal assistance to support their integration	Gender Target groups (refugee, IDP) Age group	
3.9	Number of early warning systems on migration flows created		
3.10	Number of people benefitting from legal migration and mobility programmes	Gender Age group	
3.11	Number of activities/events explicitly dedicated to raising awareness and sensitivity of general public regarding all aspects of migration	Types of activity (media campaigns, etc.)	
4. Improved governance		Optimal disaggregation (in addition to geographical location)	
4.1	Number of border stations supported to strengthen border control		
4.2	Number of staff from governmental institutions, internal security forces and relevant non-state actors trained on security, border management, CVE, conflict prevention, protection of civilian populations and human rights	Gender capacity building Type of	
4.2 bis	Number of institutions and Non-State actors benefitting from capacity building and operational support on security, border management, CVE, conflict prevention, protection of civilian populations and human rights	Gender capacity building Type of	
4.3	Number of people participating in conflict prevention and peace building activities	Gender Target groups (refugee, IDP, Host community, returnee, migrant in transit) Age group Types of Activities (community dialogue, civilian mediation, peacebuilding, awareness raising, etc.)	
4.4	Number of victims of trafficking assisted or referred to assistance services	Gender Target groups (refugee, IDP, Host community, returnee, migrant in transit) Age group Types of Services (medical assistance, psychosocial assistance, counselling, accommodation, legal counselling, family tracking, travel docs, assistance to voluntary return, etc.)	
4.5	Number of cross-border cooperation initiatives created / launched or supported		
4.6	Number of strategies, policies and plans developed and / or directly supported	Types of output	
4.7	Number of refugees benefiting from an Out-of-Camp policy		
4.8	Number of national/regional/local networks and dialogues on migration related issues newly established or functionally enhanced		

* Definition and methodology will be introduced to the implementing partners of the action