

**“Increasing the Organizational Capacity of the Women and Children Sections (WCS) of
the General Command of Gendarmerie”**

Project Fiche

1. Basic Information

1.1 Publication notice reference: EuropeAid/ 138-679/IH/ACT/TR

1.2 Programme: Annual Action Programme for Turkey for the year 2015 /IPA 2015/038-404/4/Turkey/ Fundamental Rights), Indirect management, ex-post.

1.3 Twinning Number: TR 15 IPA JH 04 17

1.4 Title: “Increasing the Organizational Capacity of the Women and Children Sections (WCS) of the Gendarmerie General Command”

1.5 Sector: Justice and Home Affairs, Rule of Law and Fundamental Rights / Judiciary and Fundamental Rights Sub-Sector / Fundamentals Rights Sub-Field.

1.6 Beneficiary country: ‘Republic of Turkey’

2. Objectives

2.1 Overall Objective:

To enhance the capacity of the Turkish General Command of Gendarmerie (GCG) to deliver reliable and effective assistance to women victims of violence and their children as well children in conflict with the law.

2.2 Project purpose:

To enhance the capacity of Women and Child Sections (WCS) of the Turkish General Command of Gendarmerie (GCG) to improve the effectiveness and efficiency in prevention and fight against violence, including domestic violence, against women and children,

To contribute to the efforts of protecting women and children against all forms of violence.

2.3 Contribution to National Development Plan/Cooperation agreement/Association Agreement/Action Plan

Increasing the Organizational Capacity of the WCS of the GCG is in compliance with national and EU strategic documents and action plans (particularly Country Strategy Paper (2014-2020), Fundamental Rights Sector Planning Document IPA II (2014-2020), the

National Action Plan for Combating Violence against Women (2012-2015 and 2016-2019) and Turkey's National Action Plan for EU Accession Phase Phase II (2015- 2019), Gender Equality National Action Plan (2014-2018), the Action Plan on the Prevention of Violations of European Convention on Human Rights, National Strategy and Action Plan on the Rights of the Child (2013- 2017) as well) with regard to effectiveness of the prevention and fights against women and children.

3. Description

3.1 Background and justification

With regard to GCG's jurisdiction area that includes approximately 92% of Turkey's surface area and 21% of its population (rising up to 42% in summer times), GCG gives high importance to the international and national participation to the activities regarding prevention of domestic violence against women and participation to the activities that are conducted for its personnel. In terms of administrative organization, GCG becomes the first law enforcement that steps in domestic violence crimes most of the times with its 931 Gendarmerie City Commands and 1.544 Gendarmerie Stations throughout the country.

GCG has accelerated its endeavor on the prevention of violence against women since 2008 due to the importance of the subject. Especially after 2008, a Project was developed for the prevention of violence against women within the framework of a needs assessment. In addition, an international conference on law enforcement implementations on prevention of violence against women was held in 2012 and a protocol for increasing the service quality for victims was signed between GCG and the MoFSP.

As an indicator of the importance attributed to the issue by GCG, the activities to be carried out via this Project were incorporated in the National Action Plan-Phase II.

GCG has strengthened its institutional capacity setting the pace for other institutions by running an EU Project on Prevention of Domestic Violence Against Women (PDVAW) between 2013-2015. This project is a follow up project of PDVAW. As it is expressed under the part 3.2. This Project is developed for the sustainability of the results and findings of the project of PDVAW. GCG, as a Law Enforcement Agency, according to "protection of family and prevention of violence against women" law no. 6284 is responsible for taking prompt and appropriate measures in the prevention and protection of women living in its jurisdiction areas against violence and domestic violence.

Recognizing that violence against women is based on unequal power relations, thus gender based, GCG has formed specialized WCS to fulfill its responsibilities. These units were established within the Gendarmerie Province Commands, only deal with the cases related to children involved in criminal activities, children who need protection and incidents of domestic violence and violence against women. Collection of relevant data, ensuring cooperation and coordination among stakeholders at local level, conducting awareness raising activities to prevent child crimes and violence against women and finally offering consultancy and in service trainings for the GCG staff are also among the duties of these units. There is also an approach of employment of woman noncommissioned officers (NCO's) in order to serve best to victims, especially women victims.

Recently, at the level of strategical level GCG has a branch of children and fighting against domestic violence and at the level of province the number of WCS is increased up to 44 (at the time project proposed the number was 26). In addition, there are 37 well trained NCO responsible for related incidents in the other provincial command ship of GCG. GCG has also 938 NCO responsible for related incidents as a secondary mission. But with the consequent project, this number will increase up to 59 by 2017 and to 81 by 2019. Studies on disseminating these units to sub provinces are still on-going. At the end of all these institutional studies we aim to handle all the related incidents with our professional staff.

As it is stated on the European Union Commission 2015 Turkey Report, GCG has started to strengthen its capacity to combat violence against women. But, promotion of traditional role of women, ineffective implementation of the legislation, the low quality of services make discrimination against women and gender based violence are the issues that has been criticized on 2015 Turkey Progress Report. According to EU Commission, protection of family and prevention of violence against women need to be stepped up and brought into line with the Council of Europe Convention on preventing and combating violence against women and domestic violence. Concerning rights of the child, EU Commission has criticized Turkey due to limited progress in overall policy.

Although Turkey is one of the countries where violence against women is observed intensely, the percentage of those women who apply anywhere/any institution about the violence they faced is very low (%11). The percentage of the applications to the law enforcement forces remains unfortunately about %8 (According to Hacettepe University's 2014 Report on Domestic Violence Against Women). So, GCG, as other relevant institutions, is really aware of the importance of this topic and GCG is always in an attitude to take

initiative to tackle with the related incidents. We believe that the family is important for all the criminal activities.

3.2. Linked activities:

Within the scope of TR2010/0136.03 **Prevention of Domestic Violence against Women Second Module (Arrangement of training activities)**, GCG trained its 250 personnel (2 personnel among 250 were trained as professional instructor) who work in WCS and public order duties and this personnel trained 21.000 Gendarmerie personnel regarding domestic violence, violence against woman and gender equality. It is anticipated that the outputs of the project will be sustained through these personnel who work in WCS. Also we have an English course program for allied countries staff according to their demands.

In the seminars held in 30 provinces, it was observed that awareness raising activities were useful. Victims got more eager to inform law enforcement forces about abuses. Unfortunately, it was also observed that intervention of Gendarmerie forces with patrol cars caused social problems in the neighborhood for the family of the victims. Realizing this fact in the seminars, Gendarmerie has taken lessons and solve the problems by using the civilian cars in these kind of interventions.

The needs of WCS to carry out its duties that are stated in the Law No:6284 “Protection of Family and Prevention of Domestic Violence against Woman” came up as feedback in the Steering Committee meetings of TR2010/0136.03 Prevention of Domestic Violence Project, and the needs were also stated in **the GCC’s Need Assessment Report of 2014**. In this regard, development of a project proposal to meet those needs is anticipated during the 4th Steering Committee meeting of TR2010/0136.03 Prevention of Domestic Violence Project, and the project proposal was generated in the 5th Steering Committee meeting through the discussion of details with the beneficiaries.

In the same need assessment report, it was stated that GCG need to increase its capacity regarding strategic advocacy and communication. The need assessment report showed that proactive and strategic advocacy and communication is cornerstone for sustainable variation, and the report also stated that GCG needs to increase its capacity regarding its activities to enlighten, impress citizens who live in the Gendarmerie’s area of responsibility and change attitudes and behaviors of individuals concerning prevention of domestic violence against woman.

3.3. Results:

The results of this Twinning Project will be achieved in three Components that support the Project Purpose of the Twinning Project and will lead to the Overall Objective;

- Component 1: Preparing the Advocacy and Communication Strategy,
- Component 2: Training in line with the Strategy,
- Component 3: Dissemination (Awareness Activities).

The main focus of this Twinning project is to strengthen the capacity of WCS of GCG.

- Administrative and staff capacities of GCG on intervention in domestic violence will be enhanced.
- WCS staff will be trained about the Advocacy and Communication Strategy,
- Advocacy and Communication Strategy of the GCG will be disseminated to public, public institutions, NGOs and international organizations with cooperation and coordination. By dissemination the advocacy and communication strategy, it is aimed to enhance awareness and willingness of the people who are potential victims of domestic violence to cooperate with the law enforcement forces.

Firstly, to advertise GCG concerning its role on violence against women and domestic violence in Turkey, Advocacy and Communication Strategy will be prepared.

With the help of the Training in line with the Strategy component, training level will be upgraded, training materials will be prepared, 500 personnel will be trained in total. Trainings will be held in line with Strategy Documents.

Project awareness activities will ensure the sustainability of the Project. By the help of these awareness activities 200 citizen in each 59 provinces will provide awareness with the help of face-to-face communications in line with the Strategy. 1180 personnel will be trained by Trainees, Training of Trainees in line with the Strategy. Advocacy material will be prepared. Experience sharing workshops among WCS, Opening and Closure meetings to disseminate the objectives and the results of the Project, and Advocacy and Communication Strategy sharing meetings with related institutions will be held.

3.4 Activities: The activities listed hereunder represent the minimum activities to be implemented in the course of the Twinning project. Member State(s) may propose additional activities in line with the methodology elaborated in its proposal.

3.4.1 Preparing the Advocacy and Communication Strategy:

3.4.1.1 Creating the draft of Advocacy and Communication Strategy of GCG. The Advocacy and Communication Strategy will be prepared by the personnel trained at the Activity 3.4.1.1.1 in accordance with RTA and the other experts.

3.4.1.1.1. Training about Advocacy, PR, Communication, Strategical road map, action plan, methodology, the principles about Law Enforcement perceptions, etc.

3.4.1.1.2. Workshops will be held to prepare and enhance the Advocacy and Communication Strategy. Main theme of the workshops will be comparison between institutions and similar law enforcement organizations (including EU).

3.4.1.1.3 Preparing the promotional materials (brochure, hand books, books, etc.) according to Advocacy and Communication Strategy and disseminating them to the local units.

3.4.1.2 Creating the draft of Advocacy and Communication Strategy on Domestic Violence Against Women and Children Advocacy and Communication Strategy document.

3.4.1.2.1. Training about Advocacy and Communication issues about domestic violence, children, gender equality, strategical road map, action plan, methodology, the institutional roles, etc.

3.4.1.2.2. Workshops will be held to prepare and enhance Advocacy and Communication Strategy on Domestic Violence Against Women and Children.

3.4.1.2.3. Preparing the promotional materials (brochure, hand books, books, etc.) according to Advocacy and Communication Strategy on Domestic Violence Against Women and Children and disseminating them to the local units.

3.4.1.3 To observe the institutional role, responsibility and best practices of EU members, 2 study visits will be held to 2 different EU member state. 6 days study visits to 2 EU Member States will be organized for those who achieved best in the national courses. Study visits are planned to study best practice examples. Experiences gained from these study visits will be benefitted and adapted to our GCG training system.

3.4.1.4 Publishing the Advocacy and Communication Strategy for the local level units.

3.4.2. Training in line with the Strategy:

3.4.2.1 150 WCS personnel of 59 Provincial Command will be trained by seminars in line with DVAW Advocacy and Communication Strategy.(5 days x 150 personnel)

3.4.2.2 250 personnel will be trained in line with Advocacy and Communication Strategy. (Targeting the Leader Personnel). (2 days x 250 personnel)

3.4.2.3 To determine the content and prepare the materials of the Advocacy and Communication Strategy, a training will be held (100 personnel will be chosen from 81 provinces and personnel from Headquarter of GGC).

3.4.2.4 Monitoring and reporting the trainings with information attitude scale,

3.4.2.5 Training materials will be prepared in accordance with RTA and the other experts.

3.4.3 Dissemination (Awareness Activities):

3.4.3.1 Awareness raising activities with face-to-face communications in line with the strategy. Distribution of promotional materials (brochure, hand books, books, etc.). included (200 citizen in each 59 provinces)

3.4.3.2 Training about raising awareness on Domestic Violence Against Women and Children in provincial commands by the personnel who are trained at the Activity 3.4.2.2. (1 day, 1180 personnel)

3.4.3.3 Experience sharing workshop among WCSs regarding the case study, problems, questions and experiences faced in the face-to-face communications (2 days).

3.4.3.4 Opening and closure meetings (to disseminate the objectives and results of the project.),

3.4.3.5 The advocacy and communication strategy sharing meetings with related institutions.

3.5 Means/ Input from the MS Partner Administration:

3.5.1 Profile and tasks of the Project Leader

3.5.1.1. Profile:

Project leader is to be a high ranking official and expert in women and children issues as well as Law enforcement tasks.

As a minimum, in order to supervise, coordinate and conceive, the Project Leader should be able to dedicate to the project at least 3 days per month, with an on-site visit at least every 3 months to participate in the Project Steering Committees.

3.5.1.2. Qualifications:

- At least 3 years of leading experience in woman and child issues (being a trainer is desired)
- Competence in language and having time for the project.
- Capability of coping with the problems in higher levels.
- Having Leadership skills.
- Well knowledge and at least a-3-year experience about the Law Enforcement management on related issues.

3.5.1.3. Tasks:

- General coordination of the Project
- Budget management
- Fulfilling the administrative requirements.
- Deciding on short and mid-term experts and assigning them
- Participating to steering committees, held once in 3 months, with Turkish Project leader.

3.5.2. Profile and tasks of the RTA (Resident Twinning Advisor)

3.5.2.1. Profile:

3.5.2.2. Qualifications

- Having detailed information on institutional and operational aspects, implements and improvements of analysis of Project topic.
- Being available for 2 years of secondment.
- Having the experience to work as a consultant in a developing country is desired.
- Having the similar experiences in other countries is desired.
- Being fluent in verbal and written English.
- At least 3 years of experience in woman and child issues in his/her own country.
- Having the capability of inviting the short term experts to support the appliance of the project and get the full support of the senior level.
- Evaluating the solutions to the regional problems.
- 3 years of experience in Project managing and applying.
- Having information about law enforcement structure and crime-centered law enforcement approach.
- Having enough information about political, judicial and administrative situation and legislations in Turkey.
- Office management experience and using needed software programs.

- Having the skills in organization in work time
- Having the highest skills in team communication and having a high responsibility
- Having the related certificates (woman and child protection, etc.)

3.5.2.3. Tasks

- Getting the Project documents ready in time (training materials, Project reports, analysis reports)
- Following the activities in accordance with the calendar.
- Deciding on short and mid-term experts, assigning, and following the activities with the Project leader (with the suggestions of Turkish Project leader, National experts are to be chosen)
- Planning, all of the activities of project, Managing interpreter with Project assistant.

3.5.3. Profile and tasks of the short-term experts

3.5.3.1. Qualifications

- 3 years of experience in women and children issues
- Having at least the bachelor's degree related topic.
- Being qualified in professional aspect in the chosen area
- Having the experience of working in other countries.
- Being fluent in verbal and written English
- Having the experience in gender equality training
- Having enough information about political, judicial and administrative situation and legislations in Turkey.
- Office management experience and using needed software programs
- Having the related certificates (gender equality, women and children protection, etc.)

3.5.3.2. Tasks

- Contributing the project with experience and knowledge
- Managing the training activities in his/her responsibility efficiently.
- Planning and applying the exercises of the activities in his/her responsibility.
- Having and contributing in documents and about the activities in his/her responsibility

- Preparing report which consist results, suggestion and analysis at the end of the training activity

4. Institutional Framework

The Beneficiary (GCG) will work together with the twinning partner that will be determined at the end of the selection process regarding implementation of the project activities indicated in the subsequent sections.

A steering committee constituted of representatives of related institutions (GCG, EU Delegation, CFCU, MEUA) will be established and the coordination and cooperation will be ensured by the GCG. The Steering Committee will implement and manage the project and help PL monitor the progress of the project and assist in decision- making,

The committee will meet when required in the initial stages until the signature of the twinning contract and then quarterly to evaluate the interim project reports.

5. Budget

			SOURCES OF FUNDING										
			TOTAL EXP. RE	TOTAL PUBLIC EXP. RE	IPA COMMUNITY CONTRIBUTION	NATIONAL CONTRIBUTION			PUBLIC CONTRIBUTION			PRIVATE CONTRIBUTION	
ACTIVITIES	IB (1)	INV (1)	EUR (a)=(b)+(e)	EUR (b)=(c)+(d)	EUR (c)		Total EUR (d)=(x)+(y)+(z)		Central EUR (x)	Regional/Local EUR (y)	IFIs EUR (z)	EUR (e)	

Twining	X	-											
TOTAL PROJECT			1.645. 000		1.645.0 00		-			-	-		-

6. Implementation Arrangements

6.1 Implementing Agency responsible for tendering, contracting and accounting

The CFCU will be Implementing Agency and will be responsible for all procedural aspects of the tendering process, contracting matters and financial management, including payment of project activities. The director of the CFCU will act as Programme Authorizing Officer (PAO) of the project.

Mrs. Emine Döğer

Acting PAO-CFCU Director

Central Finance and Contract Units

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Faks: 0 312 286 70 72

E-mail: pao@cfcu.gov.tr

6.2 Main counterpart in the BC,

General Command of Gendarmerie (GCG)

Ministry of Interior, General Command of Gendarmerie,

İçişleri Bakanlığı, Jandarma Genel Komutanlığı

Turkish Project Leader of the project will be:

PL: Bülent BAYKAL (Colonel)

Deputy Head of Foreign Relations Department

Strategy Development and Foreign Relations Department

General Command of Gendarmerie

Beştepe/Ankara /TÜRKİYE

RTA Counterpart will be Major Oğuzhan KAHRAMAN.

6.3 Contracts

Twinning Contract

7. Implementation Schedule (indicative)

7.1 Launching of the call for proposals

IQ 2017

7.2 Start of project activities (Date)

3Q 2017.

7.3 Project completion (Date)

3Q 2019.

7.4 Duration of the execution period (number of months)

27 months; the execution period will end 3 months after the implementation period of the action (work plan) which will take 24 months.

8. Sustainability

Strategy Documents constituted by means of the project will be course of action of GCG on Domestic Violence Against Women and Children. These documents will be mainstay for WCS'.

The skills obtained by the project will be sustained by ToTs. There will be training schedule for all the GCG units having WCSs. Implementing training will contribute to the knowledge and experience obtained from the project.

150 trainers who will be trained as ToTs will ensure the dissemination of the gained knowledge after the implementation of the program.

As a result of the project, GCG's personnel will gain full understanding of theoretical, scientific issues, methods, EU standards and best practices, gender equality and human rights.

Therefore, GCG will successfully continue building up its own training capacities.

In addition, in line with this project's activities, there is also a supply component. With that component 59 WCS will have enough equipment and vehicles for serving the victims more efficiently.

9. Crosscutting issues (equal opportunity, environment, etc...)

With this project GCG will especially focus on girls' early school drop and early marriage.

10. Conditionality and sequencing

Assigning indispensable personnel to activities connected with the project is needed.

Regarding the sequencing of the components, the activities can be run coordinately.

ANNEXES

ANNEX - 1: 1. Logical framework matrix:

<p align="center">“Increasing the Organizational Capacity of the Women and Children Sections (WCS) of the General Command of Gendarmerie”</p>		<p>Programme name and number</p> <p>IPA-II</p>	
		<p>Contracting period expires</p> <p>17 March 2019</p>	<p>Disbursement period expires</p> <p>3 years following the end date for contracting.</p>
		<p>Twinning:</p> <p>1.645.000 EURO</p>	<p>IPA budget:</p> <p>1.645.000 EURO</p>
<p>Overall objective</p>	<p>Objectively verifiable indicators</p>	<p>Sources of Verification</p>	<p>Assumptions</p>
<p>To conduct more effective and higher quality services to women victims, their children, children involved in criminal activities, and children victims of crime who were exposed to violence within the area that GCG 's jurisdiction area</p>	<p>-Contribution to EU Adoption of Acquis, positively,</p> <p>-Having positive criticisms or preventing negative criticism in EU progress and evaluation reports,</p>	<p>The EU Commission progress reports,</p> <p>The EU Council Evaluation reports,</p> <p>Numbers of cases regarding violation against women and children.</p>	<p>-External conditions related to the project are to be fulfilled properly,</p> <p>-Twinning country and GCG will stick to training plan.</p> <p>-RTA and STE meet the required qualifications.</p> <p>-The personnel who are chosen for trainings will attend the trainings full time</p> <p>-Experiences which are gained from study visits to EU member states are to be beneficial and visits to be conducted properly.</p>
<p>Project purpose</p>	<p>Objectively verifiable indicators</p>	<p>Sources of Verification</p>	<p>§ Assumptions</p>

<p>To enhance the capacity of WCS to improve the effectiveness and efficiency in preventing and fighting against violence, including domestic violence, against women and children,</p> <p>To contribute to the efforts of protecting women against all forms of violence and prevent, prosecute and eliminate violence against women and domestic violence in the country.</p>	<p>1.Training of GCG WCS staff and strengthen institutional capacity,</p> <p>2. Choosing of 150 Trainers and training them for 5 days as expert trainers until the end of the third quarter of the project,</p> <p>3. Training of 1180 personnel at basic training and 250 personnel at advance training from WCS until the end of the project,</p> <p>4 Training of 100 personnel on advocacy and communication strategy.</p>	<p>Project implementation reports,</p> <p>The data of GCG</p>	<p>-External conditions related to the project are to be fulfilled properly,</p> <p>-Twinning country and GCG will stick to training plan.</p> <p>-RTA and STE meet the required qualifications.</p> <p>-The personnel who are chosen for trainings will attend the trainings full time</p> <p>-Experiences which are gained from study visits to EU member states are to be beneficial and visits to be conducted properly.</p>
<p>Results</p>	<p>Objectively verifiable indicators</p>	<p>Sources of Verification</p>	<p>Assumptions</p>
<p>Administrative and staff capacities of GCG will be enhanced.</p> <ul style="list-style-type: none"> - WCS staff will be trained about the about Advocacy and Communication Strategy, - Advocacy and Communication Strategy of the GCG will be disseminated to public, public institutions, NGOs and international organizations with cooperation and coordination, <p>Activities</p>	<p>Means</p>	<p>Project implementation reports,</p> <p>Data of GCG</p> <p>Records of trainings, conferences and seminars</p> <p>Costs</p>	<p>-External conditions related to the project are to be fulfilled properly,</p> <p>-Twinning country and GCG will stick to training plan.</p> <p>-RTA and STE meet the required qualifications.</p> <p>-The personnel who are chosen for trainings will attend the trainings full time</p> <p>-Experiences which are gained from study visits to EU member states are to be beneficial and visits to be conducted properly.</p> <p>Assumptions</p>
<p>3.4.1 Preparing the Advocacy and Communication Strategy</p> <p>3.4.1.1 Creating the draft of Advocacy and Communication Strategy of GCG. The Advocacy and Communication Strategy will be prepared by the personnel trained at the Activity 3.4.1.1.1 in accordance with RTA and the other experts.</p>	<p>The means:</p> <p>RTA,</p> <p>STE,</p> <p>ToTs</p> <p>Seminars</p>	<p>1.645.000 Euro</p>	<p>-External conditions related to the project are to be fulfilled properly,</p> <p>-Twinning country and GCG will stick to training plan.</p> <p>-RTA and STE meet the</p>

<p>3.4.1.1.1. Training about Advocacy, PR, Communication, Strategical road map, action plan, methodology, the principles about Law Enforcement perceptions, etc.</p> <p>3.4.1.1.2 Workshops will be held to prepare and enhance the Advocacy and Communication Strategy. Main theme of the workshops will be comparison between institutions and similar law enforcement organizations (including EU).</p> <p>3.4.1.1.3 Preparing the promotional materials (brochure, hand books, books, etc.) according to Advocacy and Communication Strategy and disseminating them to the local units.</p> <p>3.4.1.2 Creating the draft of Advocacy and Communication Strategy on Domestic Violence Against Women and Children Advocacy and Communication Strategy document.</p> <p>3.4.1.2.1. Training about Advocacy and Communication issues about domestic violence, Children, gender equality, Strategical road map, action plan, methodology, the institutional roles, etc.</p> <p>3.4.1.2.2. Workshops will be held to prepare and enhance Advocacy and Communication Strategy on Domestic Violence Against Women and Children.</p> <p>3.4.1.2.3. Preparing the promotional materials (brochure, hand books, books, etc.) according to Advocacy and Communication Strategy on Domestic Violence Against Women and Children and disseminating them to the local units.</p> <p>3.4.1.3 To observe the institutional role, responsibility and best practices of EU members, 2 study visits will be held to 2 different EU member state. 6 days study visits to 2 EU Member States will be organized for those who achieved best in the national courses. Study visits are planned to study best practice examples. Experiences gained from these study visits will be benefitted and adapted to our GCG training system.</p> <p>3.4.1.4 Publishing the Advocacy and Communication Strategy for the local level units.</p> <p>3.4.2. Training in line with the Strategy:</p> <p>3.4.2.1 150 WCS personnel of 59 Provincial Command will be trained by seminars in line with DVAW Advocacy and Communication Strategy.(5</p>	<p>Workshops, Study visits, Experience Activities</p> <p>Sharing</p>	<p>required qualifications.</p> <p>-The personnel who are chosen for trainings will attend the trainings full time</p> <p>-Experiences which are gained from study visits to EU member states are to be beneficial and visits to be conducted properly.</p>
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days x 150 personnel)

3.4.2.2 250 personnel will be trained in line with Advocacy and Communication Strategy. (Targeting the Leader Personnel). (2 days x 250 personnel)

3.4.2.3 To determine the content and prepare the materials of the Advocacy and Communication Strategy, a training will be held (100 personnel will be chosen from 81 provinces and personnel from Headquarter of GGC).

3.4.2.4 Monitoring and reporting the trainings with information attitude scale,

3.4.2.5 Training materials will be prepared in accordance with RTA and the other experts.

3.4.3 Dissemination (Awareness Activities):

3.4.3.1 Awareness raising activities with face-to-face communications in line with the strategy. Distribution of promotional materials (brochure, hand books, books, etc.). included (200 citizen in each 59 provinces)

3.4.3.2 Training about raising awareness on Domestic Violence Against Women and Children in provincial commands by the personnel who are trained at the Activity 3.4.2.2. (1 day, 1180 personnel)

3.4.3.3 Experience sharing workshop among WCSs regarding the case study, problems, questions and experiences faced in the face-to-face communications (2 days).

3.4.3.4 Opening and closure meetings (to disseminate the objectives and results of the project.),

3.4.3.5 The advocacy and communication strategy sharing meetings with related institutions.