OFFICIAL DOCUMENTS

ADMINISTRATION AGREEMENT FOR EU CONTRIBUTIONS PROVIDED TO THE EUROPE 2020 PROGRAMATIC TRUST FUND

Administration Agreement between the European Commission on behalf of the European Union and the International Bank for Reconstruction and Development concerning the Part II Europe 2020 Programmatic Single-Donor Trust Fund (TF072986)

Donor Reference for the Republic of Turkey - Strengthening Economic Opportunities for Syrians under Temporary Protection and Host Communities in Selected Provinces (No: IPA/2017/394-635)

This Administration Agreement is concluded under Direct Management in the context of the Framework Agreement between the World Bank Group and the European Commission dated April 15, 2016 which sets the general conditions for this Agreement (the "Framework Agreement"). The Framework Agreement shall be applicable and form an integral part of the Administration Agreement for the Trust Fund.

1. The International Bank for Reconstruction and Development (the "Bank") acknowledges that the European Commission (the "Donor", and together with the Bank, the "Parties" and each a "Party") agrees to provide the sum of five million Euro (€ 5,000,000) (the "Contribution") for the Part II Europe 2020 Programmatic Single-Donor Trust Fund, (TF072986) (the "Trust Fund") in accordance with the terms of this Administration Agreement.

The estimated total budget of the Trust Fund is five million Euro (€ 5,000,000). The indicative budget set out in Annex 5 shall be used for monitoring purpose only and shall not be binding.

2. The Contribution shall be used to finance the activities set forth in the "Part II Europe 2020 Programmatic Single-Donor Trust Fund Description" attached hereto as Annex 1, and shall be administered by the Bank on behalf of the Donor in accordance with the terms of this Administration Agreement, including the "Standard Provisions" attached hereto as Annex 2 and "Governance" attached hereto as Annex 3.

Expected results of the Trust Fund and corresponding indicators (including baselines, result goals and sources of data) are set out in Annex 4.

The Implementation period shall start on the date following that on which the last of the two Parties signs.

3. The Donor shall deposit the Contribution in accordance with the following schedule and in the currency specified in Section 1 above ("Contribution Currency") into such bank account designated by the Bank (each amount deposited hereinafter referred to as an "Installment") upon submission of a payment request by the Bank:

   (A) Promptly following countersignature – € 2,500,000;
   (B) € 2,000,000 subject to the disbursement of 70% of the preceding installment; and
   (C) € 500,000 subject to the disbursement of 70% of the preceding installment.

The period for payment of further instalments shall be 60 days.

The period for payment of the balance shall be 90 days.
4. When making any deposit, the Donor shall instruct its bank to include in its deposit details information (remittance advice) field of its SWIFT deposit message, information indicating: the amount deposited, that the deposit is made by the Donor for TF072986 (the Part II Europe 2020 Programmatic Single-Donor Trust Fund), the Commission internal reference number and the date of the Administration Agreement, the name of the project for which the funds are intended, the name of the Commission department responsible for the Trust Fund and the date of the deposit (the “Deposit Instructions”). In addition, the Donor shall provide a copy of the Deposit Instructions to the Bank’s Accounting Trust Funds Division by e-mail sent to tfremitadvice@worldbank.org or by fax sent to +1 (202) 614-1315.

5. Except with respect to the Deposit Instructions, any notice, request or other communication to be given or made under this Administration Agreement shall be in writing and delivered by mail, fax or e-mail to the respective Party’s address specified below or at such other address as such Party notifies in writing to the other Party from time to time:

For the Bank (the “Bank Contact”):

Mr. Johannes Zutt
Country Director for Turkey
Europe and Central Asia Region
The World Bank
Uğur Mumcu Caddesi, No: 88, 2. Kat 06700, Gaziosmanpasa, Ankara - Turkey
Tel: +90 312-459-8365
Fax: +90 (90-312) 446 24 42
E-mail: jzutt@worldbank.org

For the Donor (the “Donor Contact”):

Simona Gatti
Head of Cooperation, Minister Counsellor
Delegation of the European Union to Turkey
Uğur Mumcu Cad. No: 88 G.O.P; 06700 Ankara - Turkey
Tel: +90 312 459 87 00
Fax: +90 312 447 57 65
E-mail: simona.gatti@eeas.europa.eu

6. In the event any amounts are to be returned to the Donor under this Administration Agreement, the Bank shall transfer such amounts to the Donor, unless otherwise agreed with the Bank.

7. All annexes hereto and the Framework Agreement between the World Bank Group and the European Commission constitute an integral part of this Administration Agreement, whose terms taken together shall constitute the entire agreement and understanding between the Donor and the Bank. In the event of any inconsistency, the Framework Agreement prevails over the Administration Agreement and the Administration Agreement prevails over its Annexes. Unless otherwise specified in an annex hereto, this Administration Agreement may be amended only by written amendment between the Bank and the Donor.

8. The measures taken to identify the EU as a source of financing shall be in accordance with Attachment 4 of the Framework Agreement.
Each of the Parties represents, by confirming its agreement below, that it is authorized to enter into this Administration Agreement and act in accordance with these terms and conditions. The Parties are requested to sign and date this Administration Agreement, and upon possession by the Bank of this fully signed Administration Agreement, this Administration Agreement shall become effective as of the date of the last signature.

INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT

By: 
Name: Johannes Zuti
Title: Country Director
Date: 19 December 2017

EUROPEAN UNION represented by the EUROPEAN COMMISSION

By: Simona Carr
Name: Simona Carr
Title: Press Officer
Date: 19/12/19
PART II EUROPE 2020 PROGRAMMATIC SINGLE-DONOR TRUST FUND
DESCRIPTION

This Annex shall be applicable to and form an integral part of the Administration Agreement for the Trust Fund between the Bank and the Donor.

1. Objectives

The Trust Fund Objectives are:

The European Commission and the Bank share a common objective of building competitive and sustainable economies and reducing poverty and social exclusion – goals of the Europe 2020 Agenda which is built on three pillars of smart, sustainable and inclusive growth. The European Commission and the Bank concur that direct interaction is beneficial to both institutions and through them to the beneficiary countries. This applies particularly to the provision of analytical, advisory and knowledge services and technical assistance.

The European Commission has expressed interest in ensuring that the Bank continues to provide technical assistance in the framework of the Trust Fund in furtherance of the common objective set forth above.

2. Activities

The sub-objectives and activities are:

The European Commission has expressed interest in ensuring that the Bank provides technical assistance in the framework of the Trust Fund with the specific objective of assisting Turkey to strengthen its capacity to assess demand for skills, support job creation and entrepreneurship in selected provinces with high incidence of Syrians under Temporary Protection (SuTP) and evaluate results. The eligible provinces for the activities are Adana, Hatay, Istanbul, Sanliurfa, and Mersin, or Gaziantep.

The Bank will carry out the following activities:

Component 1: Enhance government capacity to assess employers’ demand for certain occupations and skills in provinces with high incidence of SuTP

The Bank will support the Government of Turkey and authorities in closing the knowledge gaps in relation to the occupations and skills most demanded by employers in selected provinces of Turkey with high incidence of SuTP.

The activities include, inter alia: (a) provision of technical assistance to the Turkish Employment Agency (ISKUR) to: (i) enhance its capacity to conduct the Labor Market Demand Analyses (LMDA); and (ii) develop a methodology to cross-check the findings from such survey with other source of information (including on-line job search); and (b) carry out a skills and occupation assessment, including dissemination activities to inform the participating stakeholders to design and conduct skills training based on market needs.
Component 2: Provide technical assistance to promote entrepreneurship and job creation in areas with high SuTP incidence

The Bank will support the Government of Turkey and local authorities promote entrepreneurship, business start-ups, and formal job creation among SuTP and Turkish citizens residing in selected provinces.

The activities include, *inter alia:* (a) providing technical assistance support to promote female-led social entrepreneurship to: (i) support the Government and local authorities to develop and implement a sustainable business model for social enterprises run by female entrepreneurs from SuTPs; and (ii) document the experiences of social enterprises, underlying the factors behind achievements and challenges, and highlighting the main lessons learnt and their implications for scaling-up similar initiatives; and (b) facilitating and supporting potential beneficiaries’ access to existing and new entrepreneurship incentives through: (i) identifying the main barriers that eligible SuTP and Turkish citizens face to access existing job creation and entrepreneurship support programs and propose concrete actions to eliminate those barriers; and (ii) developing a proposed strategy for the selected public agencies to facilitate and improve the access of potential beneficiaries (from SuTP and Turkish citizens) to existing and new entrepreneurship incentives.

Component 3: Assessing the effectiveness of job creation and entrepreneurship support programs for SuTP and Turkish citizens in provinces affected by high influx of SuTP

The Bank will carry out: (a) an evaluation to examine the impact of the employment services and ALMP sequence, in order to inform a potential scale-up, introduce modifications, and draw lessons; and (b) an evaluation and assessment of micro-grants; all of which would be carried out by the Government of Turkey under the Employment Support for Syrians under Temporary Protection and Host Communities Activities under the programmatic Trust Fund (TF072780 - Donor Reference IPA/2017/386-311).

INDICATIVE OUTPUTS AND TIMELINE

<table>
<thead>
<tr>
<th>Project Components</th>
<th>2018</th>
<th>2019</th>
<th>2020</th>
<th>2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Enhancing Government Capacity to Assess Employers' Demand for Skills</td>
<td>1.1 Technical assistance to enhance capacity of ISKUR to conduct surveys</td>
<td></td>
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<td></td>
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<tr>
<td>1.2 Assessing employers' demand for skills in provinces with high incidence of SuTP</td>
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<tr>
<td>1.3 Informat;: relevant stakeholders to design and conduct relevant trainings</td>
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<tr>
<td>2 Technical assistance to promote entrepreneurship and job creation in SuTP areas</td>
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<td></td>
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<tr>
<td>2.1 Promoting female led social entrepreneurship among SuTP communities</td>
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<td></td>
<td></td>
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<tr>
<td>2.2 Entrepreneurship support facilitating firm creation and business start-up</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3 Evaluation and assessment of job creation and entrepreneurship support programs</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>3.1 Evaluation of ALMPs and Transition to LM Programs interventions</td>
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<td></td>
<td></td>
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<tr>
<td>3.2 Evaluation and assessment of micro-grants pilot</td>
<td></td>
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</tr>
</tbody>
</table>

Support ISKUR in identifying beneficiaries of micro-grants (June 30, 2021)
3. **Eligible Expenditures**

3.1 For Bank-executed activities, the Trust Fund funds may be used to finance:

   (a) Staff and individual consultant services;
   (b) Cost of travel;
   (c) Cost of training and workshops; and
   (d) Other services including translation

4. **Taxes**

4.1 The foregoing activities and categories of expenditures may include the financing of taxes in accordance with the Bank’s applicable policies and procedures.

5. **Program Criteria**

5.1 Activities are to be financed in accordance with the following program criteria:

The Trust Fund is established to enable the European Commission and the Bank to continue to collaborate and exchange experience and expertise on a number of themes under all three pillars of the Europe 2020 Agenda of smart, sustainable and inclusive growth. The express purpose of this Trust Fund is to allow the European Commission to avail itself of the Bank’s technical assistance and analytical and policy capacity for the purpose of pursuing the goals of Europe 2020. The three pillars of Europe 2020 are broadly in line with the objectives and strategies adopted in the Europe and Central Asia Region of the World Bank Group. All activities that are in pursuance of these three pillars are eligible to be financed and implemented under this Trust Fund.
ANNEX 2

STANDARD PROVISIONS

This Annex shall be applicable to and form an integral part of the Administration Agreement for the Trust Fund between the Bank and the Donor.

1. **Administration of the Contributions**

1.1 The Bank shall be responsible only for performing those functions specifically set forth in this Administration Agreement and shall not be subject to any other duties or responsibilities to the Donor, including, without limitation, any duties or obligations that might otherwise apply to a fiduciary or trustee under general principles of trust or fiduciary law. Nothing in this Administration Agreement shall be considered a waiver of any privileges or immunities of the Bank under its Articles of Agreement or any applicable law, all of which are expressly reserved.

1.2 The Donor’s Contribution shall be administered in accordance with the Bank’s applicable policies and procedures, as the same may be amended from time to time, including its procurement, financial management, disbursement and safeguard policies, its framework to prevent and combat fraud and corruption and its screening procedures to prevent the use of Bank resources to finance terrorist activity, in line with the Bank’s obligations to give effect to the relevant decisions of the Security Council taken under Chapter VII of the Charter of the United Nations. The Donor acknowledges that this provision does not create any obligations of the Bank under the anti-terrorist financing and asset control laws, regulations, rules and executive orders of an individual member country that may apply to the Donor.

2. **Management of the Contributions**

2.1 The funds deposited in the Trust Fund shall be accounted for as a single trust fund and shall be kept separate and apart from the funds of the Bank. The funds deposited in the Trust Fund may be commingled with other trust fund assets maintained by the Bank. The Bank, in its capacity as trustee, has legal title to the funds deposited in the Trust Fund.

2.2 The currency in which the funds in the Trust Fund shall be held is Euro (the “Holding Currency”).

2.3 The Donor agrees to deposit its Contributions in the Contribution Currency stated in the Administration Agreements. In the case of deposits received in a Contribution Currency other than the Holding Currency, promptly upon the receipt of such amounts and the accompanying Deposit Instructions, the Bank shall convert such amounts into the Holding Currency at the exchange rate obtained by the Bank on the date of the conversion. Where deposits prove to be insufficient to complete activities as a result of exchange rate fluctuations, neither the Bank nor the Donor shall bear any responsibility for providing any additional financing.

2.4 The funds deposited in the Trust Fund may be freely exchanged by the Bank into other currencies as may facilitate their disbursement at the exchange rate obtained by the Bank on the date of the conversion.

2.5 The Bank shall invest and reinvest the funds deposited in the Trust Fund pending their disbursement in accordance with the Bank’s applicable policies and procedures for the investment
of trust funds administered by the Bank. The Bank shall transfer all income from such investment to the Donor’s applicable donor balance account with the Bank.

3. **Trust Fund Fees and Costs**

3.1 The Bank shall deduct and retain for its own account, as a deduction from each Instalment, an amount equal to five percent (5%) per Instalment as an administrative fee for the Trust Fund.

3.2 The Donor acknowledges and agrees that the percentage deductions for fees in this Trust Fund Fees and Costs section are estimated on the basis of anticipated Contributions. If actual Contributions significantly differ from what was originally anticipated at the time of signature of the first Administration Agreement, or if other circumstances affecting Trust Fund fees or costs change, the Bank reserves the right to request a change to the terms of this Trust Fund Fees and Costs section, which would be effectuated by amendments made to the Administration Agreements of the Donor and which would thereafter be applicable to all new Contributions that are provided either as amendments to supplement existing Administration Agreements or from new Administration Agreements.

4. **Accounting and Financial Reporting**

4.1 The Bank shall maintain separate records and ledger accounts in respect of the funds deposited in the Trust Fund and disbursements made therefrom.

4.2 The Bank shall furnish to the Donor current financial information relating to receipts, disbursements and fund balance in the Holding Currency with respect to the Contributions via the World Bank’s Trust Funds Development Partner Center secure website. Within six (6) months after all commitments and liabilities under the Trust Fund have been satisfied and the Trust Fund has been closed, the final financial information relating to receipts, disbursements and fund balance in the Holding Currency with respect to the Contributions shall be made available to the Donor via the World Bank’s Trust Funds Development Partner Center secure website.

4.3 The Bank shall provide to the Donor via the World Bank’s Trust Fund Development Partner Center secure website, within six (6) months following the end of each Bank fiscal year, an annual single audit report, comprising (i) a management assertion together with an attestation from the Bank’s external auditors concerning the adequacy of internal control over cash-based financial reporting for all cash-based trust funds as a whole; and (ii) a combined financial statement for all cash-based trust funds together with the Bank’s external auditor’s opinion thereon. The cost of the single audit shall be borne by the Bank.

4.4 If the Donor wishes to request, on an exceptional basis, a financial statement audit by the Bank’s external auditors of the Trust Fund, the Donor and the Bank shall first consult as to whether such an external audit is necessary. The Bank and the Donor shall agree on the appropriate scope and terms of reference of such audit. Following agreement on the scope and terms of reference, the Bank shall arrange for such external audit. The costs of any such audit, including the internal costs of the Bank with respect to such audit, shall be borne by the requesting Donor.
5. **Progress Reporting**

5.1 The Bank shall provide the Donor with semi-annual reports on the progress of activities financed by the Contributions. Within six (6) months of the End Disbursement Date (as defined below), the Bank shall furnish to the Donor a final report on the activities financed by the Trust Fund.

5.2 The Donor may review or evaluate activities financed by the Trust Fund at any time up to six (6) months following the End Disbursement Date. The Donor and the Bank shall agree on the scope and conduct of such review or evaluation, and the Bank shall provide all relevant information within the limits of the Bank’s applicable policies and procedures. All associated costs, including any costs incurred by the Bank, shall be borne by the Donor. It is understood that any such review or evaluation will not constitute a financial, compliance or other audit of the Trust Fund.

6. **Disbursement; Cancellation; Refund**

6.1 It is expected that the funds deposited in the Trust Fund will be fully disbursed by the Bank by June 30, 2021 (the “End Disbursement Date”). The Bank shall only disburse funds deposited in the Trust Fund for the purposes of this Administration Agreement (other than returns to Donor) after such date to the extent such date is changed in accordance with amendments made to the Administration Agreement(s) of the Donor. Following the End Disbursement Date, the Bank shall return any remaining balance of the Trust Fund to the Donor in the Holding Currency in the manner specified in its respective Administration Agreement on a pro rata basis with regard to the total funds deposited in the Trust Fund by such Donor relative to the total funds deposited in the Trust Fund by the Donor, all calculated as Holding Currency amounts.

6.2 The Donor may cancel all or part of such Donor’s pro rata share/contribution, and the Bank may cancel all or any Donor’s pro rata share/contribution, upon three (3) months’ prior written notice, of any Contributions (paid and not yet paid) that are not committed pursuant to any agreements entered into between the Bank and any consultants and/or other third parties for the purposes of this Administration Agreement, including any Grant Agreements, prior to the receipt of such notice. In the event of a cancellation, the Bank shall return to the Donor its pro rata share in the Holding Currency as specified in the Administration Agreement unless otherwise agreed between the Bank and the Donor.

7. **Disclosure; Dispute Resolution**

7.1 The Bank shall disclose the Administration Agreements and related information on this Trust Fund in accordance with the Bank’s Policy on Access to Information. By entering into Administration Agreements, the Donor consents to such disclosure of their respective Administration Agreements and such related information.

7.2 The Donor and the Bank shall use their best efforts to amicably settle any dispute, controversy, or claim arising out of or relating to the Administration Agreements.
GOVERNANCE OF THE ACTIVITIES

This Annex shall be applicable to and form an integral part of the Administration Agreement for the Trust Fund between the Bank and the Donor.

1. The Bank and the Commission will consult each other regularly on the implementation of the Activities in accordance with the description of the Turkey - Strengthening Economic Opportunities for Syrians under Temporary Protection and Host Communities in Selected Provinces activities in Annex 1 of this Administration Agreement.

2. In order to facilitate the implementation of the Activities, the working modalities are presented below:
   (a) The Bank shall be responsible for the overall implementation of the Strengthening Economic Opportunities for Syrians under Temporary Protection and Host Communities in Selected Provinces activities described in Annex 1 of this Administration Agreement.
   (b) The European Union Delegation in Ankara (EUD) will be responsible for involving other EU Commission services, where appropriate.
   (c) The Bank and EUD will have regular exchanges on the progress of the activities described in Annex 1 of this Agreement, on the work plan or schedule of activities for the following month(s) including missions, and raise any issues as they arise concerning difficulties encountered. Priorities and choices to be made in the planning of the activities will be discussed and consulted between the Bank and the EUD.
   (d) In line with Article 9 of the Framework Agreement and its Attachment 4, a Visibility Note has been prepared by the Bank, and agreed with the EUD for the purposes of the activities described in the Annex 1 to this Agreement.

Payment Requests
All requests for payments and report related to the Part II Europe 2020 Programmatic Single-Donor Trust Fund (TF072986) - Donor Reference for the Republic of Turkey - Strengthening Economic Opportunities for Syrians under Temporary Protection and Host Communities in Selected Provinces (No: IPA/ 2017 / 394-635) financed under this Administrative Agreement will be sent by the World Bank to the EUD with the contract reference IPA/ 2017/394- 635 and shall be addressed to:
Ms. Michele Beaujean
Head of Finance and Contract - Delegation of the European Union to Turkey
Ugur Mumcu Caddesi No 88, 4 Kat
Gaziosmanpasa 06700 - Ankara
Tel: + 90 312 459 8700
Fax: + 90 312 447 4007
### ANNEX 4

#### INDICATIVE RESULTS INDICATORS FOR THE ACTIVITIES

<table>
<thead>
<tr>
<th>Expected Results (logic of intervention)</th>
<th>Indicators</th>
<th>Baselines</th>
<th>Result goals</th>
<th>Sources of data</th>
<th>Assumptions</th>
</tr>
</thead>
</table>
| **Impact** | The Government of Turkey (GoT)'s capacity is strengthened to assess demand for skills, support job creation and entrepreneurship in selected provinces with high incidence of Syrians under Temporary Protection (SuTP) and results are evaluated | | Assessment of occupations and skills in demand in provinces with high incidence of SuTP is shared with the relevant government agencies, IFIs, and training provision community in at least 2 verification workshops | • ISRs  
• Annual project progress reports  
• MTR  
• ICR | Implementation responsibility belongs to the Bank. However, the success of the Project relies on continuous commitment from the government, broad political stability, and security. |
| **Outcome(s)** | Employers' demand for skills in provinces with high incidence of SuTP is assessed and shared with all stakeholders to identify the needs of private sector with regards to skills and competencies | No Workshop | A sustainable business model for female-led social enterprises is developed based on the success of at least two social enterprises established among SuTP communities | • ISRs  
• Annual project progress reports  
• MTR  
• ICR | |
| | A sustainable business model for female-led social enterprises is developed | No Model | | | |
| | An impact evaluation on employment services and ALMP sequence is conducted | No evaluation | An assessment of micro-grants interventions is conducted | • ISRs  
• Annual project progress reports  
• MTR  
• ICR | |
| Output(s) | Skills module of ISKUR's Labor Market Needs Analyses | ISKUR 2017 LMNA survey with no skills module | A skills module is incorporated into ISKUR's 2019 LMNA survey | • ISRṣ  
• Annual project progress reports  
• MTR  
• ICR | The Bank assumes that ISKUR will finalize new survey module on Skills with support of the Bank. |
|---|---|---|---|---|---|
| Skills Demand Analysis Report | No Report | A demand-side survey report is prepared to further identify skills needs from employers by i) Developing instruments for survey, testing and conducting training; ii) Conducting the survey (outsourced -1,500 to 2,000 firms); and iii) Producing the final report. | • ISRṣ  
• Annual project progress reports  
• MTR  
• ICR | The evidence of the needs is based on existing data. The Bank will rely on Turkish Statistical Institute's Labor Force Survey (LFS) and Ministry of Science, Industry, and Technology's Entrepreneurship Information System (EIS) to understand factors driving the demand for labor, net job creation, firms' creation and survival, in provinces with high SuTP incidence vs. other comparable provinces. EIS data for 2016 is now available. |
| Social Enterprises | No Enterprise | At least two stand-alone social enterprises are established to generate sustainable income for SuTP women from self-employment and/or home-based activities and underlying factors behind achievements and challenges, and lessons learnt are reported for scaling-up similar initiatives | • ISRṣ  
• Annual project progress reports  
• MTR  
• ICR | The Bank assumes that the choice of the provinces should be balanced in terms of level of economic development, labor market and socio-economic characteristics, access to markets, implementation challenges, and having a sponsor (municipality, etc.). |
| Strategy Document for New Entrepreneurship Incentives | No Document | A strategy for the government agencies (including ISKUR and KOSGEB) to facilitate and improve the access of potential beneficiaries (from SuTP and Turkish citizens) to existing and new entrepreneurship incentives is developed | • ISRṣ  
• Annual project progress reports  
• MTR  
• ICR | The Bank assumes that necessary approvals will be acquired to collect data from SuTP and Turkish citizens. |
| Report on the Impact Evaluation of ALMPs | No Evaluation | An Impact evaluation report on ALMPs is prepared with the following sub-deliverables:  
- An Inception Report providing technical details  
- Identification of treatment and control group  
- A baseline survey to identify characteristics of the beneficiaries of the interventions  
- An end-line survey, to assess the overall effect of the interventions |  
- ISRs  
- Annual project progress reports  
- MTR  
- ICR | The final design of the impact evaluation will have to be agreed with ISKUR and the relevant government counterparts. A total sample of 8000 SuTP, 4000 each in treatment and control groups, and a sample of 4000 Turkish participants, with 2000 each in treatment and control groups, is taken into consideration. The Bank assumes that necessary approvals will be provided to the Bank by September 2018 to collect data from SuTP and Turkish citizens. |
| Micro-grants Pilot Assessment Report | No Assessment | A micro-grants Pilot Assessment Report is prepared to inform Government on possible options for the expansion of the scheme with the following sub-deliverables:  
- A baseline survey analyzing characteristics of the beneficiaries before the intervention  
- An end-line survey to assess the effects of the program |  
- ISRs  
- Annual project progress reports  
- MTR  
- ICR | The Bank assumes that necessary approvals will be provided to the Bank by September 2018 to collect data from SuTP and Turkish citizens. |
INDICATIVE BUDGET

<table>
<thead>
<tr>
<th>Expenditure Category</th>
<th>Amount in Euro</th>
</tr>
</thead>
<tbody>
<tr>
<td>Staff and individual consultant services</td>
<td>4,270,000</td>
</tr>
<tr>
<td>Cost of travel</td>
<td>164,000</td>
</tr>
<tr>
<td>Cost of Training and Workshops</td>
<td>190,000</td>
</tr>
<tr>
<td>Other services including translation</td>
<td>126,000</td>
</tr>
<tr>
<td><strong>Sub-total</strong></td>
<td><strong>4,750,000</strong></td>
</tr>
<tr>
<td>Administration fee (5%)</td>
<td>250,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>5,000,000</strong></td>
</tr>
</tbody>
</table>

The amount estimated for personnel is calculated taking into account different levels of expertise estimated to be required for carrying out the activities described in Annex 1.

The World Bank Group entity may transfer amounts between categories of the indicative budget. This does not require an amendment of the Administration Agreement if the Action is carried out as described in the Annex 1.