

**Final Report on
Analyse Garment Construction
in Kyrgyzstan and Tajikistan
International Trade Centre
joint subsidiary organ of
United Nations
World Trade Organization**

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1. Executive Summary

The training was organized by the International Trade Centre (ITC)'s project, in collaboration with TaFtc International and funded by the Government of Switzerland within its Trade Cooperation Program (TCP) in Tajikistan and Kyrgyzstan.

The present project aims to increase the export competitiveness of the textile and clothing sector, by providing sector specific support to SMEs and relevant trade support institutions, as well as supporting respective stakeholders in taking a strategic approach to the sector's development.

Textile and Fashion Industry Training Centre (TaF.tc) is Singapore's foremost training facility, providing specialized courses in Retail Concepts, Garment Technology, and Fashion Merchandising since its establishment in 1983. Through offering a wide range and depth of courses, TaF.tc demonstrates its commitment to ensure relevant practical industry training within the fashion industry.

The training program was contextualized to both the corporate sector and also budding individuals, with the aim of enhancing their industry knowledge and respective expertise, and assisting them in exploring opportunities in the dynamic textile and fashion industry in both countries.

A 3-day training program was developed based on the skills and knowledge identified. The course materials developed were then translated to Russian. The training materials included 30 sets of learners reading course material, activity booklet and assessment papers. The 3 days program were designed to be interactive with simulated activities and case studies. One workshop each was held in Kyrgyzstan and Tajikistan with about 55 participants. Overall feedback was excellent with many positive comments from the participants with regards to the relevancy to work, quality of training and trainers.

2. Purpose of training

The training aimed to provide Tajik specialists with occupational knowledge and skills of various techniques and concepts in garment construction that are widely used in the modern fashion industry with the objective of strengthening export competitiveness of SME in the textile and clothing sector to enhance trade support institutional capacities in Tajikistan and Kyrgyzstan.

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At the end of the program the learner will be able to:-

- 1) Understand the process flow of the apparel industry
- 2) Ascertain the sequential apparel manufacturing processes according to industry practices
- 3) Identify selected common functional stitch types with reference to international and industry stitch codes
 - a. Functional stitch types and application
 - b. Decorative stitch types and application
- 4) Determine and illustrate selected seam types with reference to the seam codes and symbols in the international and industry standards
 - a. Seam types and applications
- 5) Analyse and illustrate selected seams construction and stitch code of various garment components
- 6) Identify the common seams and stitch problems and how to rectify them
- 7) Identify the various pattern pieces of selected basic garments
- 8) Analyze and articulate the sewing operations process of various garment types
- 9) Evaluate popular product types and make recommendation for a more suitable functional stitch and seam construction to improve overall quality of finishing for selected fabric types and garment styles according to industry practice

3. Overview

3.1 Workshop participation/organization

The training-workshop was attended by participants from several sectors which includes factory owners, designers, brand owners, employees from factories and students from the local school. For participants in Tajikistan, there were a substantial number of students as part of the trainees while the participants from Kyrgyzstan were all from the industry.

Many of the factory-based participants have good understanding of the industrial way of working although many of them were told to work in a certain way, the rationale of the way of working was not explained to them. On the flip side, the information taught were new to the designers, brand owners and students as they were not expose to the industrial way of working.

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There were 30 participants who attended the training in Khujand and the list are as follows:

	Name	Designation	Company
1	Ms. Alifmo Shamsiddinova	Head of small workshop/Operator	OJSC Dilorom
2	Ms. Gulru Ganjalova	Assistant of constructor	Resandai Kurghonteppa LLC
3	Ms. Nafisa Imranova	Designer	Design Studio "Fashion Jivj"
4	Mrs. Sayora Buzrukova	Designer/ Technologist	LLC "Nassoji Khujand"
5	Mrs. Zarrina Akhmedova	Head of small workshop/Operator	LLC "Nassoji Khujand"
6	Mrs. Rohat Boboeva	Head of laboratory	LLC Spitamen Textile
7	Mrs. Masuda Abdurakhimova	Designer	LLC "Ortex"
8	Mrs. Gulsunoi Abdukarimova	Sewer	LLC Ortex
9	Mrs. Nigora Khalilova	Technologist	LLC Lider
10	Ms. Umriniso Sharipova	Sewer	LLC Lider
11	Ms. Muattar Nizomaddinova	<i>Senior technician</i>	LLC Giavoni
12	Mrs. Muborak Khamidova	Operator	LLC Giavoni
13	Mrs. Mukaram Akbarova	Director, designer/ the winner of designer of the year in Sughd region	Private sewing Studio
14	Mrs. Rukhshona Kosimova	Director, designer/ received the Grand Prix of designer of the year in Sughd region	Private sewing Studio
15	Mrs. Farangis Isoeva	Head of small workshop/Operator	Private sewing Studio
16	Mrs. Takhmina Karimova	General director/Coordinator in Association	LLC "Azara" / National Association of business women's
17	Educational Institutions		
18	Ms. Sayora Sadykova	Teacher at the Department of Design and History of Applied Arts	Technological University of Tajikistan
19	Ms. Gulruksor Umarova	Teacher of "Technology and design of clothing".	KPITTU
20	Ms. Shoirra Ochilova	Teacher of "Technology and design of clothing".	KPITTU
21	Ms. Masumakhon Ahrorova	Teacher of "Technology and design of clothing".	Khujand State University
22	Ms. Dilrabo Solieva	Student of "Technology and design of clothing". Head of Testing Center	KPITTU
23	Ms. Shahlo Kholiqova	Student of "Technology and design of clothing". Head of Testing Center	KPITTU
24	Ms. Farangis Khojiboeva	Student of "Technology and design of clothing". Head of Testing Center	KPITTU
25	Ms. Gulnoza Tursunova	Student of "Technology and design of clothing". Head of Testing Center	KPITTU
26	Ms. Nodira Mirsaidova	Student of "Technology and design of clothing". Head of Testing Center	KPITTU
27	Ms. Shahzoda Sanginova	Student of "Technology and design of clothing". Head of Testing Center	KPITTU

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28	Ms. Manzura Hojiboeva	Student of “Technology and design of clothing”. Head of Testing Center	KPITTU
29	Ms. Mohinur Egamberdieva	Student of “Technology and design of clothing”. Head of Testing Center	KPITTU
30	Ms. Umidahon Kayumova	Student of “Technology and design of clothing”. Head of Testing Center	KPITTU

The namelist of the Bishkek participants is as below

No	Name	Company
1	Baitanaeva Evgenia	CREDO Fashion
2	Djumabaeva Kunduz	PRIMA VERA
3	Alekseeva Olga	Ardamina
4	Pai Natalya	Eline-moda
5	Li Veronika	Nissi
6	Kurnos Ekaterina	City B
7	Gulnaz Baiturova	Inesse
8	Shin Ruslan	Modnyi Gorod
9	Sarbagyshev Kapar	Nazik
10	Pukhova Yulia	Dilbar
11	Egorov Dmitry	Alona
12	Pishaeva Liliya	Aziar
13	Baibasaeva Alina	Mona Liza
14	Vasilyeva Elena	Lila Style
15	Mayer Natalya	R&I
16	Eremina Aleksandra	Kalmira
17	Omurkulova Dinara	KGUSTA
18	Kiyizbaeva Elmira	Jasmin
19	Janaliev Galina	Aziar
20	Myrzakanova Zamira	Nazik
21	Aytykeyeva Damira	ITC
22	Kan Olga	ITC
23	Mamytova Elnura	Ayima
24	Nilova Galina	Alinex
25	Shayakhmetova Aikanysh	ITC

3.2 Program Overview

This training provides occupational knowledge and skills of the various techniques and concepts in garment construction that are widely used in the fashion industry. It covers understanding of how garments are constructed, the various seams and stitches utilization in different components within the garment. Thus, fundamental knowledge will reduce redundant designs that cannot be replicated in mass production, eliminate misinterpretation in sampling and production, and improve communication in production specifications. This course is delivered

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through lectures, presentations, videos, group discussions, case studies, quiz, simulations and experiential learning.

The program consist of the following topics:-

History & Structure of Apparel Industry

- Product Life Cycle

Functional Stitches

- Lecture and shown different classes of functional stitches based on ASTM D6193 standard

Decorative Stitches

- Lecture and shown different classes of decorative stitches

Machines and their stitches

- Shown the various type of sewing machines and the stitches they create

Seams

- Lecture and shown various types of seams based on ASTM D6193 standard

Common seam and stitch problems

- Lecture and shown various types of common stitch and seam problems while investigating their causes

Pattern Pieces

- Lecture on basic pattern pieces and terminology

Assembly and sewing operation

- Lecture on step by step sewing operation and assembly of a selected garment using flowcharts and production sequence tables

Activities

- Sewing of a basic t-shirt

This unit is delivered through lectures, demonstrations, show & tell, simulated hands-on activities and case studies.

The occupations that this unit would be relevant to include:

- Assistant Merchandisers to Merchandise Managers
- Marketing Executives and Managers
- Product Development Executives and Managers
- Sourcing Executives and Managers
- QA Auditors, QC Inspectors and QA/QC Managers
- Designers
- Buyers
- Production Supervisors and Managers
- Industrial Engineers, Work Study Officers
- Tailors

3.3 Preparation of Training Materials

A 3-day training program was developed based on TaF.tc Int'l recommendation. The course materials were mainly adapted from TaF.tc Int'l existing programs, contextualized and edited for this project.

The course materials were sent via www.wetransfer.com to ITC Tajikistan and translated to Russian language for both countries. It should be noted that certain industry names were not translated because of international identity and remains consistent in several countries in US, Europe and Asia. Thus Kyrgyzstan and Tajikistan enterprises should use the common terms used internationally rather than translated version in Russian.

The training materials included the following:

- A set of course notes in Russian language.
- Printed handouts of Activities 1 to 7, given to each participant as and when each chapter and topic was covered in Russian.
- Various garments (camisole, hoodies, bermudas etc.) to show during lectures
- Seams catalogues including samples of various seams to be given to trainees
- Stitch catalogue including samples of various stitches to be given to trainees
- Videos of various machineries and the stitches they produce
- Scaled down paper patterns of camisole and trousers
- Staplers and staples with coloured paper for Seams activity
- Knitted fabrics, scissors, threads, bobbin, bobbin case, sewing machine for sewing activity

Trainer prepared the following training materials for the various activities.

4. Training Delivery

The training-workshop took place on 21-23 September 2015 at the Khujand, and 28th-30th September 2015 at a factory in Bishkek. The trainer arrived at the venue earlier on the first day of training in order to coordinate on facility and resources.

The training was conducted by Thomas Tan in Tajikistan and Kyrgyzstan. Professional translators were engaged for consecutive translation during the workshop. All training materials were already translated to Russian, and were given to all participants on the day of the workshop itself.

The training-workshop was opened with a short speech from the trainer welcoming the participants, asking participants to introduce themselves, and establishing the ground rules. The

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trainer went through the list of learning outcome so that participants understand the training program, learning outcomes and assessment.

Throughout the day each topics will begin with presentation of stimulus material, followed by simulated activities to reinforce learning . Individual work and discussion within a group helps learners to recall pre-requisite knowledge and relate to their current work.

Debriefing was done after each activity with explanation and correct answers given to each participant.



5. Participant's Feedback

The lectures were conducted in English and simultaneously translated (in Bishkek)/ subsequently translated (in Khujand) to Russian by individuals hired by ITC. The participants were also given hard copies of the lectures notes sent by TaF.tc and translated to Russian by ITC. The overall evaluation from the participants was good with below feedback:-

Khujand

#	Questions	Not agree at all	Not agree	Agree	Full agree
1	The explanation of the subject and delivered materials were clear and comprehensive	0	0	7 (30%)	16 (70%)
2	I will apply/use acquired knowledge in my daily work	0	0	5 (22%)	18 (78%)
3	I will be happy to participate in such events/activities in the future	0	0	2 (9%)	21 (91%)
4	The organization of the seminar was good (materials, cofeebreaks, training hall)	0	0	5 (22%)	18 (78%)
5	My expectations from seminar were met	0	0	5 (22%)	18 (78%)

Bishkek

#	Questions	Not agree at all	Not agree	Agree	Full agree
1	The explanation of the subject and delivered materials were clear and comprehensive	0	0	3 (16.67%)	15 (83.33%)
2	I will apply/use acquired knowledge in my daily work	0	0	3 (16.67%)	15 (83.33%)
3	I will be happy to participate in such events/activities in the future	0	0	3 (16.67%)	15 (83.33%)
4	The organization of the seminar was good (materials, cofeebreaks, training hall)	0	0	3 (5.57%)	17 (94.44%)
5	My expectations from seminar were met	0	0	3 (16.67%)	15 (83.33%)

6. Results of assessment

An assessment was given to participants in the afternoon of last day. The objective of the assessment is to reaffirm their understanding of the training and measure their skills and knowledge acquired. The assessment is broken down into 3 part and the timing are as follow:

Assessment Paper 1 (Written): 35mins

The evidence of competency for this unit Garment Construction was gathered through the following assessment strategies:

Knowledge Evidence

Knowledge evidence will be tested at the end of the module by completing a set of written questions

Process Evidence thorough Hands-On Assessment

Applying the knowledge through sewing a basic t-shirt to show the understanding of the process of garment construction

7. Trainer's Observations, Feedback and Recommendation

Based on a brief and informal assessment by the trainers, we present the following recommendations:

1. To make it a point to conduct a learning needs assessment before the training, to gauge the participants' level of awareness and understanding of indigenous peoples' issues, and to avoid last-minute changes in the agenda.
2. To revise the power point presentations to make them less text-heavy and more engaging.
3. To maintain a catalogue of indigenous or culturally-sensitive ice breakers, to be included in the training kit, for ready reference by trainers.
4. To invite local indigenous resource persons to present on their situation.
5. To have at least one trainer who is an indigenous person.
6. To have a mechanism for follow-up on the outcomes of the UNITC trainings.
7. To be able to inform the trainers if the translation will be done simultaneously or subsequently as the time taken for delivery an running of the class can differ immensely.