

**Standard Summary Project Fiche – IPA decentralised National programmes**  
**(maximum 12/15 pages without the annexes)**

**1. Basic information**

**1.1 CRIS Number: TR2011/0135.16**

**1.2 Title:** Dialogue between trade union organisations in Turkey and the European Union with a focus on young workers.

**1.3 ELARG Statistical code:** 35

**1.4 Location:** Turkey, European Union.

**1.5 Duration:** 24 months

**Implementing arrangements:**

**1.6 Implementing Agency:**

Central Finance and Contracts Unit (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. The contact details of the CFCU Director are given below.

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**1.7 Beneficiary of the Grant:** EUROPEAN TRADE UNION CONFEDERATION

**1.8. Beneficiaries of the Action:** DİSK, HAK-İŞ, KESK

Names and communication details of SPOs who'll be responsible for coordination of duties on behalf of their confederations during implementation of project are as mentioned below;

- HAK-İŞ FERUDUN TANKUT [hakis@hakis.org.tr](mailto:hakis@hakis.org.tr) +90-312- 417 80 02
- DİSK TAYFUN GÖRGÜN [disk@disk.org.tr](mailto:disk@disk.org.tr) +90-212- 2910005/06
- KESK İSMAİL HAKKI TOMBUL [kesk@kesk.org.tr](mailto:kesk@kesk.org.tr) +90-312 -436 7111

**1.9 Target Groups:** Young Workers

## **Financing:**

- 1.10 Overall cost (VAT excluded)<sup>1</sup>: 1 600 000 EUR
- 1.11 EU contribution: 1 600 000 EUR
- 1.12 Final date for contracting: 2 years after the date of signature the financing agreement
- 1.13 Final date for execution of contracts: 2 years following the end date for contracting
- 1.14 Final date for disbursements: 1 year after the end date for the execution of the contract

## **2. Overall Objective and Project Purpose**

### **2.1 Overall Objective:**

Intensive dialogue, communication and cooperation between Turkish trade unions and those of the EU member states

### **2.2 Project purpose:**

The establishment and strengthening of youth structures in trade unions and confederations to increase awareness, dialogue, communication and cooperation and interest of young workers on labour issues in Turkey and the EU.

### **2.3 Link with AP/NPAA / Progress report**

- **Accession Partnership Document for Turkey (18 February 2008)** states below items related to Civil Society Organisations and Labour Rights and Trade Unions

#### *Civil Society Organisations*

Further strengthen the domestic development of civil society and its involvement in the shaping of public policies, facilitate and encourage open communication and cooperation between all sectors of Turkish civil society and European partners.

#### *Labour Rights and Trade Unions*

Ensure that full trade union rights are respected in line with EU standards and the relevant ILO Conventions, in particular as regards the right to organise, the right to strike and the right to bargain collectively further reinforce social dialogue, facilitate and encourage cooperation with EU partners.

- **Communication from the Commission on Civil Society Dialogue between the EU and the Candidate Countries (COM[2005]290 Final, 29 June 2005)**

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<sup>1</sup> The total cost of the project should be net of VAT and/or other taxes. Should this not be the case, the amount of VAT and the reasons why it should be considered eligible should be clearly indicated (see Section 7.6)

The Civil Society Dialogue Communication states that ‘Social partners and social NGOs play a key role in the elaboration and implementation of EU legislation in the areas of labour law, health and safety at work, gender equality and non-discrimination. They are also active in designing, implementing and monitoring employment, social inclusion and social protection strategies and policies. The Commission has as a result always paid great attention to developing contacts with social partners and civil society organisations involved in social fields in Turkey, in particular with a view to bringing them closer to EU standards and ensuring full respect for trade union rights as defined by the International Labour Organisation (ILO).’

Furthermore, the Communication envisages that ‘the civil society dialogue will also extensively involve the business community, professional organisations and social partners from both sides. In this regard, the Commission will support long-term partnerships between Turkish organisations and their EU counterparts. Partnerships will also be encouraged between sectoral organisations from both sides and between Turkish national organisations and their partners based in EU Member States.’

- **Communication from the Commission – An EU strategy for Youth – Investing and Empowering (COM[2009]200 Final, 27 April 2009)**

The EU’s Vision for Young People states that:

*“young people should make the best of their potential. This vision is addressed to all, but actions should focus on those with fewer opportunities. It is based on a dual approach:*

*– Investing in Youth: putting in place greater resources to develop policy areas that affect young people in their daily life and improve their well being.*

*– Empowering Youth: promoting the potential of young people for the renewal of society and to contribute to EU values and goals”*

- **Turkey 2011 Progress Report**

The latest progress report mentions about trade union movement and changes about workers’ rights in Turkey in recent years as below:

- As regards labour and trade union rights, the current legal framework is not in line with EU standards and ILO conventions. Major obstacles remain for private-sector workers and public servants on the rights to organise, bargain collectively and on the right to strike. Constitutional amendments lifting some restrictions on labour rights have not yet been turned into implementing legislation. Trade union legislation has not been amended, partly because of disagreement between social partners on some key issues, such as the right to organise at the workplace and the high thresholds for entering into collective bargaining.

- Problems with implementation of labour rights persisted: several cases of dismissal of workers due to trade union membership and activity were reported. Such cases have not been dealt with efficiently by the courts. The right to organise is still not recognised for groups such as students, the retired, farmers and judicial employees, whose trade unions have been sued for closure. Trade union demonstrations were often negatively perceived by the authorities and subject to restrictions and excessive use of force.
- There has been limited progress in the area of social dialogue. The ban on the contractual personnel of state economic enterprises from establishing trade unions or engaging in trade union activities has been lifted. However, the ban on these personnel engaging in any kind of strike action remains in place. A Prime Ministry circular allows the participation of civil servants' trade unions on the boards dealing with the social rights of public employees and disciplinary issues. Constitutional amendments regarding labour rights have not been put into effect as the necessary changes in the relevant trade union legislation have not been made. Social partners have failed to agree on key issues such as the right to organise at workplace level and thresholds for collective bargaining. The Economic and Social Council, which gained constitutional status following the September 2010 referendum, has not yet convened and did not meet during the reporting period. The capacity of the social partners needs to be improved. The low coverage of collective bargaining has not improved.
- There has been some progress on employment policy. Labour market and employment figures have improved, although many of them are still well below the EU average. Youth unemployment remains very high.

#### **2.4. Link with MIPD:**

One of the objectives under the *Justice, Home Affairs and Fundamental Rights* sector

The Turkey MIPD 2011-2013 is "to set up strong democratic institutions and civil society promoting pluralism and the values of European integration".

As such, this project specifically addresses the following MIPD indicators:

- Civil society development and civil society dialogue, democratisation, promotion of the values of the EU<sup>2</sup> [---].
- Fostered dialogue, communication and cooperation between Turkish civil society organisations and those in EU member states and candidate countries and increased awareness among civil society and population in Turkey about EU values, fundamental rights, policies and Turkey's EU accession process through improved provision of targeted EU information and communication.

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As defined in article 3 of the EU Treaty

### 3. Description of project

#### 3.1 Background and justification:

The European Trade Union Confederation at its Congress in 2007 voted in favour of the accession of Turkey to the European Union, 'provided that it meets, in reality and not on paper, the requirements of membership and the provisions of the EU Charter of Fundamental Rights. A transformation of Turkish society with full rights and freedoms should be sought and completed during the challenging process of negotiations'.

It was on this basis that the ETUC, and its affiliated organisations in Turkey and in the European Union, agreed to step up their cooperation and launch an ambitious project *Civil Society Dialogue: Bringing together workers from Turkey and the EU through a shared culture of work*, which aimed to ensure better knowledge and understanding of one another and an awareness of the challenges and opportunities of future EU enlargement.

The principal activities and results of the project are 4 orientation seminars for the Turkish confederations, 12 exchange seminars with EU partner confederations, 9 sectoral seminars with the European Industry Federations, an opening and a final conference, a survey in EU partner countries and Turkey on the feelings and perceptions of workers concerning the accession of Turkey to the European Union, 9 training modules on issues concerning trade unions in Turkey and the EU (Trade unions at the European level; Industrial relations at the European level; Turkish trade unions and industrial relations (for EU trade unionists); Trade unions and industrial relations in EU countries; Trade unions and women; Trade unions and civil society; Trade unions and migration into the European Union; Trade unions and freedom of movement of labour in the EU; Working Together. The project contributed through its activities to the fight against prejudices between Turkish and EU workers.

Following the successful delivery of the project and the clear need to retain the momentum that it had created, the ETUC, on behalf of its affiliated organisations in Turkey (DİSK, HAK-İŞ and KESK), has decided to engage in another common activity.

DİSK, HAK-İŞ and KESK stated their willingness to work together and they proposed the theme relates to the future as - the challenges that face young workers in the labour market, both men and women, in Turkey and in the European Union unanimously.

The ETUC is in a unique position in this context, given that it has affiliated organisations from both Turkey and the European Union. It is the only organisation capable of improving dialogue between organisations that represent young workers both in Turkey and in the European Union. Improved dialogue between young workers, and the organisations that represent them, is the first step on the way to enabling these young workers to meet this challenge.

ETUC which represents 60 million workers (% 42 of 60 million workers are women

workers) is the biggest Non Governmental Organization of both EU and candidate countries. The ETUC is one of the European social partners and is recognized by the European Union, by the Council of Europe and by EFTA as the only representative cross-sectoral trade union organization at European level. On the other hand ETUC has got affiliated organizations of confederations of trade unions and confederations public employees in EU and candidate countries. So ETUC is the most appropriate organization for implementation of this kind project. On the other hand because of existence of more than one confederation of trade unions and public employees in EU and candidate countries ETUC is unique organization in which problems between this confederations can be overcome. With this attribution ETUC's competency is accepted by its affiliated organizations in both EU and Turkey. Possibility of one confederation's being contractor of a project on behalf of other confederations in the countries which have majority of trade unions is weak. Even if they have a kind of agreement, there can be problems in implementation of this project and these problems can constitute impediments in proper processes of project. However ETUC's tendering this kind of project to EU on behalf of their countries can avoid these problems. Concrete samples of this had been seen in a lot of projects in Turkey and existence of ETUC and ETUC Industry Federations always provided opportunities for overcoming this problems and implementation of projects in proper ways.

As the Commission has highlighted in its Communication (An EU strategy for Youth – Investing and Empowering (COM[2009]200 Final, 27 April 2009)), there is a clear need to enable young people to make the best of their potential, most noticeably in the field of employment.

Young people make up a significant proportion of the population, particularly in Turkey. In 2007, some 96 million young people (aged 15-29) lived in the European Union. The most 'youthful' nations in the EU were Slovakia, Poland, Ireland and Cyprus, which accounted for the highest proportion of young people in the population. Conversely, Denmark, Germany and Italy were the least 'youthful' countries. In Turkey during this period there was a further 18 million.

Of course they are not evenly spread throughout this geographical region. As the Eurostat figures show, at regional level, the percentage of young people (aged 15–29) in the total population ranged from 12% in Liguria (Italy) to nearly 30 % in Van (Turkey). In a number of countries, some regions were especially 'youthful' and counted more than 25 % of young people (aged 15–29). This was the case in the regions of Warminsko-Mazurskie, Podkarpackie, Wielkopolskie and Lubuskie (Poland) and in Východné Slovensko (Slovakia), Inner London (United Kingdom) and in all Turkish regions except Trabzon, Aydın, Kastamonu and Balıkesir. (Youth in Europe – a statistical portrait 2009).

These figures present the public authorities in Turkey and the European Union with an enormous challenge – how to make the best of young people's potential and how to enable them to face the challenges of the labour market?

The challenges for the labour market in Turkey and the European Union are considerable. At the EU level 58% of young people aged 15-29 were active in 2007. Seven Member States (Bulgaria, the Czech Republic, Italy, Lithuania Hungary and Romania) had a level of less than 50%, along with Turkey. Moreover, unemployment

rates among young people (15-24) are high - 15.5% for the EU-27 in 2007, and a slightly higher figure for Turkey (16.8%). For 25-29 year olds the figure is 8.8% per cent for the EU-27 and 10.7% for Turkey. In addition, in terms of the risk to stable development, many of these young people in employment do not have a full-time permanent job. At the European level on average four in ten employed persons aged 15-24 had a temporary contract in 2007; whereas the figure for Turkey was considerably lower. (Youth in Europe – a statistical portrait 2009). Since these figures were produced the financial and economic crisis has worsened considerably the outlook for employment.

Moreover the situation changes according to gender. There is also a clear difference in terms of employment rates for young men and young women. At the national level in 2007 more than half of young men aged 15-29 were active. The situation for young women was mixed, with more than 70% in Denmark and the Netherlands, but only 26% in Turkey. (Youth in Europe – a statistical portrait 2009).

For this young workers need an opportunity to meet and increase their awareness of the common labour market challenges they face, to gain an increased understanding of the ways in which trade unions address young workers' needs in Turkey and the European Union, and finally they need to improve dialogue between their representatives, in the form of trade unions, within the context of the ETUC Youth Committee, which has representation from the trade unions in the EU and also from Turkey. The aim would be to ensure that young representatives of the Turkish trade union confederations have the opportunity to create lasting relationships with their EU counterparts and share the priorities of ETUC Youth Committee which are the issues concerning employment and the increased involvement of young workers in trade unions.

As the Commission has stated in its Communication (An EU strategy for Youth – Investing and Empowering (COM[2009]200 Final, 27 April 2009)), there is a clear need to invest in young people to enable them to play a full role in the labour market and in a broader context in society in general. Equally there is a need to empower young people, both in Turkey and the European Union, so that they can contribute to the renewal of society through civil society organisations and more specifically trade union organisations. For this to be the case, there is a need to ensure that young people's interests are taken seriously within these organisations, both in terms of policies and in terms of structures. And yet, according to research recently carried out by the European Trade Union Institute, there are relatively low levels of trade union membership amongst young people.

On the basis of these considerations, the ETUC, on behalf its affiliated Turkish trade union confederations, (DİSK, HAK-İŞ and KESK), has decided to tackle the issue of meeting the challenges of the labour market, by promoting a project that will enable strengthen contacts and mutual exchange of experience between young workers in trade unions in Turkey and in the European Union.

### **3.2 Assessment of project impact, catalytic effect, sustainability and cross border impact**

The project will improve dialogue between young workers and the organisations that represent them in Turkey and the European Union. This in turn will make it possible for them to gain a reciprocal understanding of the common challenges that they both

face and in this way dispel the negative and ill informed impressions that they may have of each other. By the end of the project the Turkish trade union confederations (DİSK, HAK-İŞ and KESK) will have assembled a team of young trade unionists who will be in a position to carry forward the relationships that have been established during the project. This project is addressed principally to young people that are already part of a trade union, and have multiplier effect to pass on the information on the ways in which trade unions can support young workers in the labour market. In addition the ETUC Youth Committee will have at its disposal a significantly increased number of young trade unionists, both from Turkey and the European Union, who are aware of the difficulties faced by young workers in Turkey and the European Union and of the ways in which these difficulties can be addressed. The already existing structures of young workers, particularly, the ETUC Youth Committee, will contribute to the medium term sustainability of the initiative, and the different youth structures in EU countries and in Turkey will provide an obvious cross-border impact.

Continuity of actions and interactions with their EU counterparts of The Youth Committees which will be constituted during the project will be provided. Although this issue had been discussed in confederations frequently, it had never been eventuated. The project will support eventuation of Youth Committees in both trade unions and confederations which doesn't include Youth Committees and their sustainable communications with their EU counterparts.

### **3.3 Results and measurable indicators:**

1. Increased awareness of challenges faced by young people within a trade union environment in Turkey and the EU.

Indicators:

- Increased understanding amongst participants of young workers' labour market situations in other EU countries for Turkish participants and in Turkey for EU participants which will be determined as percentage according to the evaluation sheets which will be applied to the participants before and after seminars;
  - 180 participants from different trade unions participating in the seminars
  - 6 countries being represented in training activities;
  - level of increased activism by young workers in trade union "structures" after participation in training will be evaluated according to the reports be prepared by participants after attending to the seminars;
  - first steps undertaken by trade unions or confederations not having a youth committee for the development of it, minimum 10 trade unions starting to the processes of organization youth committees in their structures
2. Young workers from Turkey and also from EU countries have a high level of understanding of the ways in which trade unions address young workers' needs in the EU and Turkey (similarities and differences) by an improved dialogue between young Turkish and European trade unionists within the context of youth trade union structures which is achieved through the project activities.

Indicators:



- 9 training materials are developed, distributed and studied by the participants;
  - 180 young workers have demonstrated an improved understanding of common labour market challenges;
  - 900 non unionised young workers are reached through “an awareness raising activity” by the participants of the project activities;
  - 180 reports on activities undertaken after the training returned, 15 of them will be presented and a synthesis of these reports will be prepared and distributed in Youth Summit
  - best practice shared and future cooperation ensured
  - 8 actions taken by ETUC youth committee;
  - number of actions taken by youth structures within trade unions in Turkey and the European Union;
  - number of new initiatives by youth structures after exchange visits as informing activities for young workers of their trade unions like preparation of flyers and meetings for their members who wouldn't attend to the seminars which will be illustrated in reports of participants and will be evaluated as a synthesis for a discussion in Youth Summit
  - 22 sustainable contacts between trade union youth structures of the EU and Turkey that remain active after the project;
  - list of recommendations for the future, including proposals for future support projects;
  - at least 10 trade unions that will have nominated a young trade unionist responsible for relations with young workers in a similar role in Turkey and EU trade unions.
3. Completed strategic document/training module on meeting labour market challenges faced by young workers from Turkey and EU.  
Indicators:
- Training module is in place and under implementation
  - 40 Turkish and 5 EU countries' trade unions that have endorsed and distributed the strategic document/training module which will be published in English, Turkish, plus 2 other EU languages
4. Improved knowledge of each other's culture and fight of prejudices.  
Indicators:
- 370 participants that will declare having changed their opinion after the seminar (to be assessed through an evaluation exercise).
  - 540 participants that demonstrate increased knowledge of Turkey/EU trade union context

### **3.4 Activities:**

Activity1: Five 4-day exchange training activities in selected Turkish cities (Ankara; Izmir; Istanbul plus 2 other) focusing, inter alia, on the following themes:

- young workers in the labour market: employment/unemployment issues;
- young women and the labour market

- young workers and social rights awareness
- young workers and trade unions; best practices;
- techniques for raising awareness amongst young workers

This activity will have the objective to get the Turkish and EU participants to know each other better, to share their knowledge on the discussed subjects and, in addition, will include specific training on how to pass on the information obtained through the seminar to other young workers and or young people. Participants will pass the information that they obtain in the seminars to the other workers in their work places and they will explain these activities in their reports. To ensure this multiplier effect, special attention will be put on the selection of participants on the basis of their commitment and willingness to be actively engaged.

Each training theme will foresee a presentation of the subject in Turkey and the EU and/or some member States and a debate section.

12 young workers from the EU and 24 from Turkey, who are members of their trade unions' youth structures, where they exist, will participate in each seminar. Turkish confederations will ensure that at least 3 participants speak English or French; these people will be responsible for facilitating communication between Turkish and EU participants outside the classroom.

The participants will be asked to put into practice the lesson learned through the exchange seminar and report on how they engaged in awareness raising activities with their co-workers, students, and young trade-unionists. These "awareness raising activities" can range from a simple action of email exchange, to the organisation of meeting with young workers and to the application of the "techniques" explained during the seminar.

Participants will also be asked to fill in two evaluation sheets before and after attending to the seminars, assessing how their reciprocal knowledge and feelings changed after the training. The evaluation sheet will be prepared following the methodology for the questionnaire used for the survey during the previous project. The ratio of changing of knowledge and feelings will be analysed until Youth Summit and will be declared as an output of these seminars there. This will be a kind of evaluation of activities and an attempt for development of better indicators to measure the progress in this area.

High level experts will be invited to participate in the training and produce appropriate training materials. Experts will come from trade unions but also other civil society organisations such as NGOs, research institutes and universities. With universities, where possible, a training session will be organised with the scope of raising the interest in the role of trade unions amongst students.

*Resources: 1 meeting room, 6 interpreters (two per languages EN; TR + one other language); 3 booths per 4 days; travel for 6 interpreters, 24 Turkish participants, 3 Turkish trainers and 2 Turkish experts; travel 12 EU participants and 2 EU experts; accommodation 49 people for 5 days.*

*Estimated budget for Five 4-day exchange training activities in selected Turkish cities is 342450 €*

Activity2: Five 4-day exchange study visits to EU countries, involving meetings with members of the ETUC Youth Committee, the youth committees of the affiliated organisations of the ETUC, youth organisations, representatives of vocational training schools and public employment services. The study visits will follow the training activities in Turkey in order to provide a direct contact with European civil society organisations involved in investing in young people and in empowering them.

12 young workers from the EU and 24 from Turkey, who are members of their trade unions' youth structures, where they exist, will participate in each seminar. It is expected the participants will be the same as those that have participated to the study visits in Turkey, with the scope of establishing long-lasting and sustainable relationships between Turkish and EU counterparts.

The training sessions in the EU will foresee 2 days of classroom activities common to the Turkish and EU participants. The classroom activities will be a follow up of the seminars that took place in Turkey, and will provide further training according to the needs emerged during the project. Since the aim of this activity in the EU is also to bring the Turkish young workers closer to the reality of youth organisations in the EU countries, 2 days of the training will be dedicated to meetings with civil society organisations, organisations members of the Youth Forum and to visits to other relevant institutions.

The Turkish young workers will then have 2 additional days to meet youth organisations in EU countries.

High level experts will be invited to give the training and produce training materials. Experts will come from Turkish and EU trade unions, but also other civil society organisations such as NGOs, research institutes and universities. The activities taking place in Europe will be more focused on exchanges with European youth organisations (as those members of the European Youth Forum) and with the ETUC Youth Committee.

In both activities 3 and 4 the appropriate training modules produced during the previous project, "*Bringing together workers from Turkey and the EU through a shared culture of work*" will be used as a basic training material. Among these:

- Trade unions at the European level
- Trade unions and industrial relations in EU countries
- Trade unions and women
- Trade unions and civil society
- Working Together

In addition there will be a 10 pages document from each expert and a 10 pages document from each Turkish confederation, making a total of 70 pages per seminar per participant.

And also informative texts about socioeconomic structures of participating countries will be prepared and distributed to the participants before seminars. A confederation representative from each country will prepare a text about his/her country and trade unionization in his/her country.

Participants will also be asked to fill in evaluation sheets before and after the training processing, assessing how their reciprocal knowledge and feelings changed after the training and the sheets will be compared and analysed until Youth Summit. Then result of this comparison and analyse will be presented in Youth Summit.

After these seminars all of the participants will send their reports to the project management committee until one month before the youth summit. Project management committee will select 10 reports of Turkish and 5 of EU participants on the purpose of presentation in the Youth Summit. The synthesis of these 15 reports will be done with an emphasis on reaching to nonunionized individuals and this will be published and distributed in the Youth Summit.

*Resources: 1 meeting room, 6 interpreters (two per languages EN; TR +one other language); 3 booths or mobile equipment per 4 days; travel for 6 interpreters, 24 Turkish participants, 3 Turkish trainers; travel 12 EU participants and 4 EU experts; accommodation 37 people for 5 days and of 12 people for 3 days.*

*Estimated budget for five 4-day exchange training activities in selected EU countries is 446550 €*

Activity 3: Strategic document/training module providing a trade union analysis of the challenges faced by young workers, men and women, in the labour market: The strategic document/training module will provide a contribution to understanding ways in which young people, particularly young workers in Turkey and the European Union, face common labour market challenges. There will be a study group created, with representatives from the ETUC, from its EU and Turkish affiliated organisations (DİSK, HAK-İŞ and KESK), and two experts, one from Turkey and one from the EU, with the aim of developing a strategic document/training module to be distributed within trade unions in Turkey and in the European Union. The document will be written by the 2 experts.

The strategic document/training module will be a basis for raising awareness of the importance of labour market issues for young workers, both men and women, within a trade union environment. It will provide an overview of the functioning of youth structures in trade unions and provide examples of best practices. The document will provide recommendations for possible common actions for young workers from Turkey and the EU.

This document will be published as an addition to the “collection” of training modules produced by the previous project. The languages of the printed version will be English, Turkish, plus 2 other EU languages. There will be also an electronic version. The study group will meet twice in Turkey.

*Resources: the group will meet in the Turkey-EU trade union Coordination Commission in Ankara twice; 2 interpreters; travel of 1 Turkish trainer from DİSK and 1 Turkish expert; travel of 1 EU expert; accommodation for 3 people/2 days.*

*Estimated budget for preparation of Strategic Document is 26025 €.*

Activity 4: Youth Summit: this will be the closing event of the project, gathering together young workers from ETUC affiliated organisations' youth structures, from Turkey and from the European Union. The Youth Summit will be an occasion to present the best practices identified, to present the Strategic document/training module produced and an opportunity for young workers to exchange experience and establish connections for future common activities. It will also be an opportunity to connect with the element of the EU 2020 strategy involving the 'Youth on the Move' initiative, and more specifically the youth employment framework outlining policies aimed at reducing youth unemployment rates. The European Union has called for the promotion, with social partners, of young people's entry into the labour market through apprenticeships, 'stages' or other work experience, including a scheme aimed at increasing job opportunities for young people by favouring mobility. The Youth Summit will foresee a plenary session and a session with 4 workshop groups, discussing on the subjects and results achieved during the trainings.

10 Turkish and 5 EU participants whose reports are chosen successful by Project Management Committee will present their reports and a synthesis of these reports will be published and distributed to the participants of Youth Summit. This synthesis will present level of increased activism by young workers in trade union "structures" after attending to the seminars.

An assessment of evaluation sheets which will be distributed and collected in both Turkey and EU Seminars will be done and will be presented as an indicator of increased understanding amongst participants of young workers' labor market situations in other countries and improved knowledge of each other's culture and fight of prejudices in Youth Summit.

The confederation representatives and EU and Turkey coordinators will also meet for discussion of finalization of their works on development of better indicators to measure the progress in this area in Youth Summit.

The Youth Summit will take place in a Turkish city.

*Resources: Big meeting room for 1 day (Plenary Session); + 4 meeting rooms for workshops 8 interpreters (2 per language) for EN; TR; FR + another language for 1 day plenary session; 16 interpreters ( 4 groups\*2 languages\*2 interpreters for 4 workshop groups); 4 booths for 1 day of plenary session; 8 booths or mobile equipment for 4 workshop groups;; travel from Turkey (120 participants +8 interpreters); travel from EU (60 participants); accommodation for 192 people 3 days.*

*Estimated budget for Youth Summit is 153,440 €.*

Choice of the service providers for each seminar in both Turkey and EU and Youth Summit will be implemented according to the PRAG Rules by a committee of ETUC Representative, EU Coordinator and Turkey Coordinator.

#### Activity 5: Development of better indicators and evaluation of activities

From the beginning of the project until end of entire project process representatives of confederations who attend to project implementation and EU Coordinator and Turkey Coordinator will work for development of better indicators for determination of young workers' conditions in labour market of EU and Turkey, counter interaction level of young workers from EU and Turkey with each other by mediation of trade unions and existing and improvable youth structures of trade unions. They will share their works with each other by email and phone contacts. A part of project steering committee meetings which will be held once a month will be used for discussion of what have been done about this issue quarterly. Representatives and project staff who have worked about this issue will meet in Youth Summit and conclude their works which they have shared by emails, phone contacts and in monthly meetings until Youth Summit. This conclusion will be arranged as a report and will be declared in Project Final Report and announced in web sites of ETUC and project partner confederations.

As addition of synthesis of evaluation forms which have been filled by participants, one European and one Turkish trainer will be responsible for evaluation of each activity, these two trainers will prepare an evaluation report by working with each other via email and telephone connections for determination of activity's efficiency and validity. These reports will be compiled by project staff by considering of synthesis of participants' evaluation forms as a report. This report will include data that mentions either if activities have reached their aims or not and analyze of suggestions for future activities. This report will also be announced in web sites of ETUC and project partner confederations

Existing resources will be used for this activity.

### **3.5 Conditionality and sequencing:**

As is known European Trade Union Confederation (ETUC) has four members in Turkey. There is not any procedure like asking for confederations' written engagement from members of ETUC of a country in which a project is being implemented. This issue has been discussed in detail with ETUC's Deputy Secretary General who is responsible for Turkey. Asking for written surety of the members is inappropriate for ETUC protocol. Because ETUC represents its members and every member is represented in executive committee and this project was approved by executive committee.

Coordination of the activities which will be organized in Turkey will be implemented in TURKEY-EU TRADE UNION COORDINATION COMMISSION office in Ankara with responsibility of project's Turkey coordinator who also coordinates TURKEY-EU TRADE UNION COORDINATION COMMISSION coordination of the activities which will be organized in EU will be implemented by the European Trade Union Confederation office in Brussels. Contact details of both offices are mentioned in Annex III.

### **3.6 Linked activities**

### *Projects in Turkey:*

Some Turkish trade unions have their own youth committees already.

HAK-İŞ Youth Committee exists since 2005. It has implemented 10 EU-funded projects concerning youth employment, for example 'Employment creation in the food sector with innovative vocational training modules' and 'Young people and cultivation in the iron and steel sector'. In another initiative HAK-IS organised a workshop with the theme 'New opportunities for Youth (Employee – Employer - Youth Representatives are Together)'; which was held in Gaziantep on 28-29 December 2009. At the end of the workshop, 'The Conclusion Declaration of Local Youth Employment Meeting' was published, demanding that a road map for Turkish youth employment should be formulated.

DISK has a trade union specifically for young people; GENÇ-SEN. Genç-Sen was officially established on December 15th, 2007. During the period preceding December 15th, local meetings were arranged to clarify the aims, objectives, politics and the structure of Genç-Sen. These meeting arranged in a grassroots' manner articulated student localities in a democratic way to form Genç-Sen. Members of Genç-Sen include high school students, university students, master and doctorate students and graduates. Right now, Genç-Sen has 3000 members in 26 branches. One important feature of Genç-Sen is that university students from small Anatolian universities were organized much faster than the ones at big cities. This is important because this gave Genç-Sen a nationwide character rather than a metropolitan focus. This trade union of young individuals who cannot be members of any other trade unions because of their unsecured and unregistered jobs and because of their status of being student has been active in many awareness raising activities and has contacts with some EU counterparts. Genç-Sen pays serious attention to form alliances and to engage in solidarity actions with various unions and civil society organizations. In addition other trade unions have youth units.

KESK Confederation in which public labourers be organized in 11 sectors and that consists 11 trade unions and moves with real and legal struggle conception, adopts values of left and labour. It summons general assemblies triennially and organization model is developed through 7 secretariats. These secretariats are General Presidency, General Secretariat, Financial Secretariat, Education and Organization Secretariat, Woman Secretariat, Law and Collective Labour Agreement Secretariat, International Secretariat and Press Secretariat. While actions related to woman are developed through Woman Secretariat, actions related to young members are developed through general actions. So KESK doesn't include a separate branch or unit related to youth. But KESK's biggest trade union Eğitim-Sen conducts activities related to youth in Education Faculties. According to the law number 4688, working in a public institution is required for being a member of KESK's affiliated trade unions, so they can't make any effort for gaining young members. But they are in a struggle for more comprehensive and fruitful activities for real organization directed to youth in compliance with their general assembly resolutions.

### *Projects in Europe:*

The ETUC has a Youth Committee which is made up of representatives under the age of 35 years old from all affiliated organisations that have their own youth organisations.

The ETUC has recently organised a European Youth Conference 'Young People and Organising' in February 2009. The aim of the conference was to bring together young people in trade unions to exchange experiences and good practice on developing the place of young people in trade unions.

The ETUC is planning a European Youth Conference 'More and better jobs for young people in Europe', The aim of the conference is to explore the place of young people on the labour market and discuss the strategies already being deployed and the activities/policies to be developed. This project would make it possible to ensure better knowledge and understanding of the importance of making the best of young people's potential in a Turkish trade union environment.

### **3.7 Lessons learned**

The previous project implemented by ETUC on behalf of its the Turkish affiliated trade unions (DİSK, HAK-İŞ and Türk-İş ), *Civil Society Dialogue: Bringing together workers from Turkey and the EU through a shared culture of work*, has shown the importance of the mutual exchange and understanding between trade unions in the European Union and Turkey on a range of different issues.

Trade unions on both sides have asked for more cooperation, more working together, and more opportunities to establish a dialogue between organisations.

In order to improve the quality of training activities, it will be necessary to increase the number of preparation meetings. In order to allow the establishment of relationships that can last after the seminars/visits, it will be necessary to organise small group work, which in return will require the presence of more interpreters.

Recruitment was on occasions difficult for EU participants, as they were often unable to obtain time off for 4 days in their own country and for 6 days in Turkey for a project of this kind. It is for that reason that the number of EU participants has been reduced – the overall balance now is 33% EU and 66% Turkey and the number of classroom activities with EU participants in the EU has been reduced to 2 days. The previous target of 40% female participation was also difficult to attain. It will be necessary to reduce this figure; but to provide a target of 30%, which is more realistic but which will still require project partners to make a real effort.

In the previous project language has proved to be a major obstacle to communication outside the classroom activities and to lasting relationships between participants. This is why there will be special attention in the selection of the participants to their language skills and this is why at least 3 Turkish young workers per activity will be asked to work as facilitators during the leisure moments of the seminars.

It was seen that stakeholders didn't have enough knowledge about each other through survey results and constituted relationships of the previous project *Civil Society*



*Dialogue: Bringing together workers from Turkey and the EU through a shared culture of work.* Therefore informative texts about socioeconomic structures of participating countries will be prepared and distributed to the participants before seminars. A confederation representative from each country will prepare a text about his/her country and trade unionization in his/her country.

In previous project *Civil Society Dialogue: Bringing together workers from Turkey and the EU through a shared culture of work* finding one service provider for a set of activities requirement extends preparation periods of activities because of both increasing budget and work load. Therefore it was decided to work with one service provider for organization of each activity for both shortening preparation periods of activities and providing compositions meet with requirements of regions where activities will be organized.

#### 4. Indicative Budget (amounts in EUR)

			SOURCES OF FUNDING										
			TOTAL EXP.RE	TOTAL PUBLIC EXP.RE	EU CONTRIBUTION		NATIONAL PUBLIC CONTRIBUTION					PRIVATE CONTRIBUTION	
ACTIVITIES	IB (1)	INV (1)	EUR (a)=(b)+(e)	EUR (b)=(c)+(d)	EUR (c)	% (2)	Total EUR (d)=(x)+(y)+(z)	% (2)	Central EUR (x)	Regional/Local EUR (y)	IFIs EUR (z)	EUR (e)	% (3)
Direct Grant	X	-	1 600 000	1 600 000	1 600 000	100 %	0	0	0	0	0	0	-
TOTAL IB			1 600 000	1 600 000	1 600 000		0	0	0	0	0	0	
TOTAL INV													
<b>TOTAL PROJECT</b>			1 600 000	1 600 000	1 600 000	<b>100</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	

"In the context of beneficiary staff participating in missions outside of Turkey paid for under a contract, the maximum amounts eligible for accommodation costs and daily allowances ("per diems") are the official rates provided for by EuropeAid for the destination country (see website for the latest rate). Provided the total cost of daily allowance and accommodation charged to the contract remains below these maximum rates, the applicable Turkish rules and regulations for per diems shall be applied when reimbursing these costs for public servants from the beneficiary institutions. Where a contract foresees the reimbursement of such expenses for Turkish public servants and other beneficiaries of IPA projects during missions inside of Turkey, the maximum costs reimbursed under the contract will be those provided for domestic missions under the applicable Turkish legislation provided that they are subject to the same ceiling for maximum rates. This provision cannot be construed and applied in contradiction with the IPA Framework Agreement and in particular the IPA Implementing Regulation."

## 5. Indicative Implementation Schedule (periods broken down per quarter)

Contracts	Start of Tendering	Signature of contract	Project Completion
Direct Grant	First Quarter 2012	Second Quarter 2012	Second Quarter 2014

All projects should in principle be ready for tendering in the 1<sup>ST</sup> Quarter following the signature of the FA

Tender dossiers will be prepared by combined work of ETUC and Turkey EU Trade Union Coordination Commission representatives while informing other project partners and considering their comments with advices of CFCU and Ministry for EU Affairs.

## 6. Cross cutting issues (where applicable)

### 6.1 Equal Opportunity:

Special attention will be paid to the presence of women within the workers' delegations. The goal is to have an average of 30% female participants aiming at 30% of female participation. This is the overall average because in certain seminars and trainings, the vast majority of the working population may consist only of men, particularly in certain industrial sectors.

Confederations will be warned about women's participation in both project steering committee meetings and preparation meetings. By considering the number of the woman workers in some of the sectors as commerce, banking, service and education etc. being higher, ratio of the woman participants from these sectors will be arranged suitably to ratio of participants. And this issue will be announced to the trade unions as sine qua non condition.

### 6.2 Environment:

The project shall ensure that during implementation of activities due consideration shall be given to environmental issues.

**6.3 Minorities/vulnerable groups:** The project shall ensure that rights of minorities and vulnerable groups are respected in the implementation of project activities.

### 6.4 Civil Society/Stakeholder involvement

There had been a joint meeting between EU and Turkish partners about future project in last day of the previous project's Final Conference and partners' opinions had been shared there. Then with participation of ETUC representative, Turkish partners met and discussed the subject and approved its engagements. A similar meeting had been held in ETUC with participation of ETUC representative, ETUC Youth Committee and Turkey Coordinator. After receiving comments and suggestions of EU part project design had been formed and every phase of design had been shared with confederations and their comments and suggestion had been received.

All of the steps of implementation of project will be discussed by project partners in Project Steering Committee and preparation meetings and all of the activities will be performed according to the common methods and techniques which will be decided in these meetings. Also relationship between partners will always be provided in TR EU Trade Union Coordination Commission.

## ANNEXES

- 1- Log frame in Standard Format
- 2- Amounts contracted and Disbursed per Quarter over the full duration of Programme
- 3- Description of Institutional Framework
- 4 - Reference to laws, regulations and strategic documents:
  - Reference list of relevant laws and regulations
  - Reference to AP /NPAA / EP / SAA
  - Reference to MIPD
  - Reference to National Development Plan
  - Reference to national / sector investment plans
- 5- Details per EU funded contract (\*) where applicable:
  - For *grants schemes*: account of components of the schemes (\*) non standard aspects (in case of derogation to PRAG) also to be specified
- 6- Indicative Budget

## ANNEX 1: Logical framework matrix in standard format

<p>LOGFRAME PLANNING MATRIX FOR Project Fiche</p> <p>Dialogue between trade union organisations in Turkey and the European Union with a focus on young workers.</p>	<p>Programme name and number</p> <p>TR2011/0135.16</p>	
	<p>Duration: Two years</p> <p>Contracting period ) expires: 2 years after the signature of the Financing Agreement</p>	<p>Disbursement period expires : 1 year after the end date for the execution of the contract</p>
	<p>Total budget : 1.600 000</p>	<p>IPA budget: 1.600 000</p>

Overall objective	Objectively verifiable indicators	Sources of Verification
<p><i>Intensive dialogue, communication and cooperation between Turkish trade unions and those of the EU member states</i></p>	<p><i>Increased attention to young workers' labour market situation in the national media</i></p> <p><i>Perception of CSOs (civil society, trade unions and youth movement) impact will raise by 30 %) in three years from the end of the project (baseline according to evaluation sheets of participants before trainings)</i></p> <p><i>Rate of CSOs (civil society, trade unions and youth movement) with international links will increase by 30 % in five years from the end of the project</i></p> <p><i>Rate of participation of young in CSOs (civil society, trade unions and youth movement) will increase 20 % by 5 years from the end of the project.</i></p>	<p><i>National media</i></p> <p><i>Media organs of trade unions</i></p> <p><i>CIVICUS</i></p>

<b>Project purpose</b>	<b>Objectively verifiable indicators</b>	<b>Sources of Verification</b>	<b>Assumptions</b>
<p><i>The establishment and strengthening of youth structures in trade unions and confederations to increase awareness, dialogue, communication and cooperation and interest of young workers on labor issues in Turkey and the EU.</i></p>	<p><i>At least eleven initiatives involving EU and Turkish trade unions, concerning young workers, especially the young committee which will be eventuated as an output of the project</i></p> <p><i>Minimum three organisations involved in ETUC youth committees/structures</i></p> <p><i>Increased rate of young people active in Trade Unions association by 25% by 5 years from the end of the project</i></p>	<p><i>Trade union information means (websites, newsletters, official documents, etc);</i></p>	<p><i>Willingness of young workers in trade unions in Turkey and in the EU to engage in constructive dialogue</i></p>
<b>Results</b>	<b>Objectively verifiable indicators</b>	<b>Sources of Verification</b>	<b>Assumptions</b>
<p><i>1. Increased awareness of challenges faced by young people within a trade union environment in Turkey and the EU</i></p> <p><i>2. Young workers from Turkey and also from EU countries have a high level of understanding of the ways in which trade unions address young workers' needs in the EU and Turkey (similarities and differences) by an improved dialogue between young Turkish and European trade unionists within the context of youth trade union structures which is achieved through the project activities.</i></p> <p><i>3. Completed strategic document/training module on meeting labour market challenges faced by young workers from Turkey and EU.</i></p> <p><i>4. Improved knowledge of each other's culture and fight of prejudices.</i></p>	<p><b>Result 1:</b></p> <ul style="list-style-type: none"> <li><i>• increased understanding amongst participants of young workers' labour market situations in other EU countries for Turkish participants and in Turkey for EU participants which will be determined as percentage according to the evaluation sheets which will be applied to the participants before and after seminars;</i></li> <li><i>• 180 participants from different trade unions participating in the seminars</i></li> </ul>	<p><i>Activity reports especially the ones written by participants</i></p> <p><i>Evaluation sheets completed by participants</i></p> <p><i>Project progress reports</i></p> <p><i>Trade union information materials</i></p> <p><i>Formation and emergence of the youth committees of the trade unions and confederations</i></p> <p><i>Cooperation and project proposals for future</i></p>	<p><i>Availability and quality of external experts</i></p> <p><i>Continued commitment from EU trade unions for closer cooperation with their Turkish counterparts</i></p> <p><i>Willingness of young workers in trade unions to be part of these youth structures</i></p>

- *6 countries being represented in training activities;*
- *Level of increased activism by young workers in trade union structures after participation in training will be evaluated according to the reports be prepared by participants after attending to the seminars*
- *First steps undertaken by trade unions or confederations not having a youth committee for the development of it minimum 10 trade unions starting to the processes of organization youth committees in their structures*

**Result 2:**

- *9 training materials are developed, distributed and studied by the participants*
- *180 young workers have demonstrated an improved understanding of common labour market challenges;*
- *900 non unionised young workers are reached through an “awareness raising activity” by the participants of the project activities”;*
- *180 reports on activities undertaken after the training returned, 15 of them will be presented and a synthesis of these reports will be prepared and distributed in Youth Summit*

- *best practice shared and future cooperation ensured*
- *8 actions taken by ETUC youth committee;*
- *number of actions taken by youth structures within trade unions in Turkey and the European Union;*
- *number of new initiatives by youth structures after exchange visits as informing activities for young workers of their trade unions like preparation of flyers and meetings for their members who wouldn't attend to the seminars which will be illustrated in reports of participants and will be evaluated as a synthesis for discussing in Youth Summit*
- *22 sustainable contacts between trade union youth structures of the EU and Turkey that remain active after the project;*
- *list of recommendations for the future, including proposals for future support projects;*
- *at least 10 trade unions that will have nominated a young trade unionist responsible for relations with young workers in a similar role in Turkey and EU trade unions.*

Result 3:

- *Training module is in place and under implementation*
- *40 Turkish and 5 EU countries' trade unions that have endorsed*



	<p><i>and distributed the strategic document which will be published in English, Turkish, plus 2 other EU languages</i></p> <p>Result4:</p> <ul style="list-style-type: none"> <li>• <i>370 participants that will declare having changed their opinion after the seminar (to be assessed through an evaluation exercise).</i></li> <li>• <i>540 participants that demonstrate increased knowledge of Turkey/EU trade union context</i></li> </ul>		
Activities	Means	Costs	Assumptions
<p><i>I. Five4-day exchange training activities in selected Turkish cities focusing, inter alia, on the following themes:</i></p> <ol style="list-style-type: none"> <li><i>1. young workers in the labour market: employment/unemployment issues</i></li> <li><i>2. young women and the labour market</i></li> <li><i>3. young workers and social rights awareness</i></li> <li><i>4. youth workers and trade unions; best practices</i></li> <li><i>5. techniques for raising awareness amongst young workers</i></li> </ol> <p><i>High level experts will be invited to give the training and produce training materials. Experts will come from Turkish and EU trade unions, but also other civil society organisations such as NGOs, research institutes and universities.</i></p> <p><i>II. Five4- day exchange study visits to EU countries, involving meetings with the ETUC</i></p>	<p>Direct grant to ETUC</p> <p><i>Personnel:</i></p> <ul style="list-style-type: none"> <li>- EU coordinator</li> <li>-Turkey coordinator</li> <li>- high level experts</li> <li>- secretary</li> <li>- Turkish trade union trainers</li> <li>- Turkish trade union administrative secretaries</li> <li>- graphic editor</li> </ul> <p><i>Equipment:</i></p> <ul style="list-style-type: none"> <li>- fully equipped office</li> </ul> <p><i>Training:</i></p> <ul style="list-style-type: none"> <li>- training materials</li> <li>- rooms</li> <li>- interpreters</li> <li>- travel arrangements</li> </ul> <p><i>Organization processes:</i></p> <ul style="list-style-type: none"> <li>-Badges</li> <li>-Banners</li> <li>-Folders</li> </ul>	<p><i>Estimated cost for personnel:</i> € 399150</p> <p><i>Estimated Cost for Equipment and Other Office Processes:</i> € 126268,32</p> <p><i>Estimated Cost for Activity I: 329700 €</i></p> <p><i>Estimated Cost for Activity II: 420200€</i></p>	<p><i>Agreement of the three Turkish confederations on common action;</i></p> <p><i>Readiness of the EU trade unions and ETUC representatives of the Youth Committee.</i></p>

*Youth Committee; the youth committees of the affiliated organisations of the ETUC; youth organisations and vocational training schools and public employment services*

*High level experts will be invited to give the training and produce training materials.*

*As an addition to the training modules produced during the previous project “Bringing together workers from Turkey and the EU through a shared culture of work” which will also be used in these training activities, there will be 70 pages document from Turkish and EU experts per seminar per participant.*

*And also informative texts about socioeconomic structures of participating countries will be prepared and distributed to the participants before seminars. A confederation representative from each country will prepare a text about his/her country and trade unionization in his/her country. After these seminars all of the participants will send their reports to the project management committee till one month before the youth summit Project management committee will select 10reports of Turkish and 5 of EU participants on the purpose of presentation in the Youth Summit. The synthesis of these 15 reports will be done with an emphasis on reaching to nonunionized individuals and this will be published and distributed in the Youth Summit. An assessment of evaluation sheets which will be distributed and collected in both Turkey and EU Seminars will be done and will be presented as an indicator of increased understanding amongst participants of young workers’ labour market situations in other countries and improved knowledge of each other’s culture and fight of prejudices. Strategic document/training module providing a trade union*

*analysis of the challenges faced by young workers, men and women, in the labour market.*

*III: The strategic document/training module will provide recommendations on cooperation opportunities between young workers in Turkey and the EU. There will be a study group created, with representatives from the ETUC, from its EU and Turkish affiliated organisations (DİSK, HAK-İŞ and KESK), and with two experts as one from Turkey and one from EU with the aim of developing a strategic document to be distributed within trade unions. The strategic document/training module will be a basis for raising awareness of the importance of labour market issues for young workers, both men and women, within a trade union environment. It will provide an overview of the functioning of youth structures in trade unions and provide examples of best practices. The document will provide recommendations for possible common actions for young workers from Turkey and the EU. The study group will meet 2 times in Turkey.*

*IV. Youth Summit: this will be the closing event of the project, gathering together participants from ETUC affiliated organisations both , from Turkey (DİSK, HAK-İŞ and KESK) and from the European Union, dealing with youth policies. The Youth Summit will be an occasion to present the best practices identified, to present the strategic document produced and will be the opportunity for participants to exchange experience and establish connections for future common activities  
The confederation representatives and EU and Turkey coordinators will also meet for discussion of finalization*

*Estimated Cost for Activity III.: 26025 €*

*Estimated Cost for Activity IV: € 146652,14*

*of their works on development of better indicators to measure the progress in this area in Youth Summit.*

*Activity 5: Development of better indicators and evaluation of activities*

*From the beginning of the project until end of entire project process representatives of confederations who attend to project implementation and EU Coordinator and Turkey Coordinator will work for development of better indicators for determination of young workers' conditions in labour market of EU and Turkey, counter interaction level of young workers from EU and Turkey with each other by mediation of trade unions and existing and improvable youth structures of trade unions. They will share their works with each other by email and phone contacts. A part of project steering committee meetings which will be held once a month will be used for discussion of what have been done about this issue quarterly. Representatives and project staff who have worked about this issue will meet in Youth Summit and conclude their works which they have shared by emails, phone contacts and in monthly meetings until Youth Summit. This conclusion will be arranged as a report and will be declared in Project Final Report and announced in web sites of ETUC and project partner confederations.*

*As addition of synthesis of evaluation forms which have been filled by participants, one European and one Turkish trainer will be responsible for evaluation of each activity, these two trainers will prepare an evaluation report by working with each other via email and telephone connections for determination of activity's efficiency and validity. These reports will be compiled by project staff by considering of synthesis of participants' evaluation forms as a report. This report will include data that mentions either if activities have reached their aims or not and analyze of suggestions for future activities. This report will also be announced in web sites of ETUC and project partner confederations*

*No additional resources needed (will be conducted throughout the project)*

**Pre conditions:** *Readiness of the three Turkish trade union confederations to work together.*

**ANNEX II: amounts (in €) Contracted and disbursed by quarter for the project (IPA contribution only)**

<b>Contracted</b>	<b>II 2012</b>	<b>III2012</b>	<b>IV 2012</b>	<b>I 2013</b>	<b>II 2013</b>	<b>III 2013</b>	<b>IV 2013</b>	<b>I 2014</b>
<b>Grant Contract</b>	<b>1 600 000</b>							
Disbursements	640 000			800000				160000
<b>Cumulated</b>	-	640.000		1440.000				1 600 000

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