BASIC INFORMATION

1.1 CRIS Number: 2003/004-643. Project 9

1.2 Title: Enhancement of the links between Trade Unions in Cyprus and development of common understanding of EU issues in the area of Employment and Social Affairs, phase II

1.3 Sector: Bi-communal Projects, Employment and Social Affairs

1.4 Location: ‘All Cyprus Trade Union Forum’, Ministry of Labour and Social Insurance, Cyprus.

OBJECTIVES

2.1 Overall Objective(s): Preparation of Cyprus for accession to the European Union in conjunction with the need to contribute to the reconciliation of the two Cypriot communities.

2.2 Project Purpose: Enhancement of the links between Greek Cypriot and Turkish Cypriot trade unions through the development of common understanding of the EU Acquis in the area of Employment and Social Affairs.

2.3 Accession Partnership and NPAA priority:

Accession Partnership:

Short term priorities

- Political Criteria - Maximise efforts to support a settlement under the auspices of the United Nations.
- Employment and Social Affairs - Support of Social Partners’ capacity - building efforts to develop and implement the EU Acquis.

EU Pre-accession Strategy for the Republic of Cyprus:

Article 3 - The beneficiaries of co-operation projects and operations may include... co-operatives and civil society, in particular organisations representing the social partners, associations, foundations, non-profit organisations and non-governmental organisations.

Article 4 - Any operations to contribute to the reconciliation of the two Cypriot communities.

NPAA

Short term priorities

- Support Social Partners’ capacity-building efforts to develop and implement the EU Acquis, through training programmes on Community social policy.

CONTRIBUTION TO NATIONAL DEVELOPMENT PLAN

N/A

CROSS BORDER IMPACT

N/A
3. **DESCRIPTION**

3.1 **Background and justification:**

As the Government of the Republic of Cyprus aims at completing the accession negotiations with the E.U. in the near future, the enhancement of the capabilities and competency of trade unions in order to be able to participate effectively in the implementation of the EU Acquis in the Social Policy and Employment field, and at the same time, the improvement of links between Greek Cypriot and Turkish Cypriot trade unions, through the development of their shared interests within the process of accession of Cyprus to the EU, is necessary.

This project addresses the needs of the unions (and associated bodies) and their members to establish closer connections with the EU, in conjunction with the need of both Cypriot communities to learn about, and consider the effect of, harmonisation with the Acquis Communautaire.

The project was initiated by the Working Group of the “All Cyprus Trade Union Forum” which is a joint initiative of 9 Greek Cypriot and 6 Turkish Cypriot trade unions. The basic idea concerning this project is that it will enable the trade unions to co-operate in pursuit of their common interest and organise activities of mutual interest.

3.2 **Linked activities:**

With respect to links with other EU financed initiatives, this project is related, taken account of its bi-communal aspect, to the “Development of Civil Society” project No. DG ENLARG/003/99/CY/4FP which is financed by the Forth Financial Protocol.

As far as the Greek Cypriot beneficiaries are concerned, this project is also linked to the project entitled “Reinforcement of the Social Partners’ capacity to develop and implement the EU Acquis in the area of Employment and Social Affairs” also included in the 2001 Programming of EU pre-accession funds. In this respect, coordination with the Ministry of Labour will be ensured in order to allow complementarity of activities and avoid overlapping.

It is also the follow-up of the phase I identical project programmed in 2001 pre-accession funds for Cyprus.

Finally, this project is linked with a broad range of efforts supporting close interaction and co-operation between the Greek Cypriot and Turkish Cypriot communities, that are undertaken by the authorities in Cyprus, the European Union, the United Nations, the Fullbright Commission, foreign governments (including EU Member States) and various NGOs.

3.3 **Results:**

- Development of common understanding of EU issues between Greek Cypriot and Turkish Cypriot trade union members and of common approaches to problems they face in the area of social policy and employment;
- Improve access to, and understanding of, EU policies, processes and applications of the EU Acquis in the field of Employment and Social Affairs by Trade Union members;
- Reinforcement of capacity of trade unions to be able to participate effectively in the implementation of the EU Acquis in the Social field;
- Increase the interest for participation in EU programmes by members of the trade unions;
- Improve the links of Cyprus trade unions with trade unions at the EU and Member State level.

3.4 **Activities:**

A grant scheme will be introduced in order to finance activities proposed by trade unions, which aim at fulfilling the objectives of the project. The applications for grants will be evaluated according to specific criteria relating to the objectives, usefulness and anticipated benefits of these activities. The “All Cyprus Trade Union Forum” in co-operation with the Ministry of Labor and Social Insurance and the European Trade Union Confederation (ETUC), which has an experience in the needs of trade unions throughout the Europe in relation to the EU Acquis, will identify the training needs of the members of the trade unions and establish the criteria under which the activities will be financed.

The activities financed should fall within the following actions:

- Organization of workshops and training sessions in Cyprus for participation of members of trade unions from both communities, oriented to their different needs and aiming at developing common understanding of EU issues and developing common approaches to problems they face in the area of employment;
- Participation of trade union members in study visits to relevant EU services in order to gain an understanding of EU policies, processes and applications of the EU Acquis in the field of Employment and Social Affairs;
- Provision of access to information and liaison facilities with a view to increasing participation in EU programmes and encouraging joint proposals by Greek Cypriots and Turkish Cypriots;
- Organization of seminars at EU level, by trade union organizations and other EU bodies, in order to improve the links of Cyprus trade unions with trade unions at the EU and Member State level.

4. **INSTITUTIONAL FRAMEWORK**

The “All Cyprus Trade Union Forum” is a joint initiative of 9 Greek Cypriot trade unions [SEK, PEO, PASYDY, ETYK, POED, OELMEK, DEOK, POAS, OLTEK] and 6 Turkish Cypriot trade unions [TURK-SEN, DEV-IS, KTAMS, KTOS, BES, KTOEOS] representing the whole spectrum of the Working Class of Cyprus.

Since 1995 the “All Cyprus Trade Union Forum” meets every two years and has been able to establish common ground (1995, 1997, 1999 joint declarations). Representatives of the trade unions of PASYDY, SEK, PEO, TURK-SEN, DEV-IS and KTAMS form the Standing Co-ordinating Committee for the promotion of the targets and objectives of the “All Cyprus Trade Union Forum”.

A grant scheme will be introduced in order to finance activities proposed by trade unions, which aim at fulfilling the objectives of the project. The applications for grants will be evaluated by the “All Cyprus Trade Union Forum” according to specific criteria relating to the objectives, usefulness and anticipated benefits of these activities. The Ministry of Labour and Social Insurance, which will act as the Implementing Agency, will award the required funds to the activities approved.

5. **DETAILED BUDGET**

<table>
<thead>
<tr>
<th>Component</th>
<th>Investment(1)</th>
<th>Institution Building(2)</th>
<th>Total Phare (=I+IB)</th>
<th>National co-financing</th>
<th>IFI</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>Grant scheme for Social Partners´ activities</td>
<td>0.30</td>
<td>0.30</td>
<td>0.05</td>
<td></td>
<td></td>
<td>0.35</td>
</tr>
<tr>
<td>TOTAL</td>
<td>0.30</td>
<td>0.30</td>
<td>0.05</td>
<td></td>
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<td>0.35</td>
</tr>
</tbody>
</table>

(1) - In relation to equipment, software, documentation and related services (installation, testing, training etc.);
(2) - In relation to training, changes in organisation, procedures, legislation, etc.

6. **IMPLEMENTATION ARRANGEMENTS**

6. Implementing Agency:

Ministry of Labour and Social Insurance, Byron Avenue, 1463, Nicosia, Cyprus.

All Cyprus Trade Union Forum

6.2 Twinning:

N/A

6.3 Non-standard aspects

The Extended Decentralised Implementation System (EDIS) procedures will normally apply. However if some event occurred which would prevent the smooth and timely implementation of the project, the Commission retains the right to manage the project in a centralised way.

6.4 Contracts

Given the particularity of this bi-communal project, a similar procedure to the one followed for phase I will apply. A grant contract will be awarded directly by the Ministry of Labour and Social Insurance to the All Cyprus Trade Union Forum, represented by the chairing Trade Union of the Forum at the time of the award.

The grant contract will finance activities proposed by trade unions, which aim at fulfilling the objectives of the project. The applications for grants will be evaluated by the “All Cyprus Trade Union Forum” according to specific criteria relating to the objectives, usefulness and anticipated benefits of these activities.
7. **IMPLEMENTATION SCHEDULE**

7.1 Start of project activity: September 2003  
7.2 Project Completion: December 2004

8. **EQUAL OPPORTUNITY:**
Article 28 of the Constitution of the Republic of Cyprus safeguards the right of all persons to equality before the law, the administration of justice and of equal protection thereof and treatment thereby. Any direct or indirect discrimination against any person on the ground, inter alia, of his sex, is prohibited. Furthermore, the prevailing legislation with respect to equality of treatment for men and women is partly in conformity with the Acquis Communautaire. Cyprus has ratified by Law 39/62 the European Convention for the Protection of Human Rights and Fundamental Freedoms. Various international conventions which guarantee equal rights between men and women have also been ratified.

9. **ENVIRONMENT** N/A

10. **RATES OF RETURN** N/A

11. **INVESTMENT CRITERIA** N/A

12. **CONDITIONALITY AND SEQUENCING**
The DIS rules set up by the Commission for the management of grant schemes have to be followed. Exceptional derogation can be awarded by the Commission services on a case-by-case basis.

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**ANNEXES TO PROJECT FICHE**

1. Logical framework matrix in standard format  
2. Detailed implementation chart  
3. Contracting and disbursement schedule by quarter for full duration of programme (including disbursement period)
**LOGFRAME PLANNING MATRIX**

**PROJECT:**
ENHANCEMENT OF THE LINKS BETWEEN TRADE UNIONS IN CYPRUS AND DEVELOPMENT OF COMMON UNDERSTANDING OF EU ISSUES IN THE AREA OF EMPLOYMENT AND SOCIAL AFFAIRS, PHASE II

<table>
<thead>
<tr>
<th>Overall Objective</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
</tr>
</thead>
</table>
| Preparation of Cyprus for accession to the European Union in conjunction with the need to contribute to the reconciliation of the two Cypriot communities. | • Full preparation of Cyprus for accession in the area of Employment and Social Affairs.  
• Increase in bi-communal activities and interaction between trade union members. | • European Commission’s services on report on compliance with the Acquis in the area of Employment and Social Affairs.  
• Increase in bi-communal activities and interaction between trade union members as observed by EC Delegation. |

<table>
<thead>
<tr>
<th>Contracting period expires:</th>
<th>Disbursement period expires:</th>
</tr>
</thead>
<tbody>
<tr>
<td>July 2005</td>
<td>July 2006</td>
</tr>
</tbody>
</table>

Total Budget: 0.35 MEUR
EU contribution: 0.30 MEURO

**Project Purpose**

<table>
<thead>
<tr>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
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</tbody>
</table>
Enhancement of the links between Greek Cypriot and Turkish Cypriot trade unions through the development of common understanding of the EU Acquis in the area of Employment and Social Affairs.

- Understanding and implementation of the Acquis in the Social Policy and Employment field by the members of Cyprus Trade Unions.
- Contribution to the efforts for the reconciliation of the two Cypriot communities.
- Increase in interaction and participation in common activities by Greek Cypriot and Turkish Cypriot trade union members.

<table>
<thead>
<tr>
<th>Results</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
</table>

- Ministry of Labor and Social Insurance reports on compliance with the Acquis on location supervision.
- Responses to questionnaires after each activity.
- EC Delegation.

- ‘All Cyprus Trade Union Forum’ continues to operate.
- Adequate participation in activities by Trade Union members.
- Development of common understanding of EU issues between Greek Cypriot and Turkish Cypriot trade union members and of common approaches to problems they face in the area of employment;
- Improve access to, and understanding of, EU policies, processes and applications of the EU Acquis in the field of Employment and Social Affairs;
- Reinforcement of capacity of trade unions to be able to participate effectively in the implementation of the EU Acquis in the Social field;
- Increase the interest for participation in EU programmes by members of the trade unions;
- Improve the links of Cyprus trade unions with trade unions at the EU and Member State level.

<table>
<thead>
<tr>
<th>Activities</th>
<th>Objectively verifiable indicators</th>
<th>Sources of Verification</th>
<th>Assumptions</th>
</tr>
</thead>
<tbody>
<tr>
<td>Training programme delivered and number of activities completed.</td>
<td>• Relevant skills developed.</td>
<td>• Regular reports of the Commission’s services.</td>
<td>• Both Greek Cypriot and Turkish Cypriot Trade Unions submit proposals for activities and actively participate in the project.</td>
</tr>
<tr>
<td>• Number of participants to the activities.</td>
<td>• Trade unions participate in the Implementation of the relevant EU Acquis.</td>
<td>• Ministry of Labor and Social Insurance and “All Cyprus Trade Union Forum” through reports at the end of the project.</td>
<td>• Adequate participation in activities by Trade Union members.</td>
</tr>
<tr>
<td>• Trade unions participate in the Implementation of the relevant EU Acquis.</td>
<td>• Increased participation in EU programmes.</td>
<td>• Feedback from beneficiaries and providers of the training sessions, implementation of the relevant Acquis and monitoring of activities where possible.</td>
<td>• Full commitment of the parties involved for participation in the activities approved.</td>
</tr>
<tr>
<td>• Contacts/activities of the Cyprus trade unions with trade unions at the EU and Member State level.</td>
<td>• Regular reports of the Commission’s services.</td>
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</tbody>
</table>

Updated 11.12.02
- Organization of workshops and training sessions in Cyprus for participation of members of trade unions from both communities, aiming at developing common understanding of EU issues and common approaches to problems they face in the area of employment;
- Participation of trade union members in study visits to relevant EU services, in order to gain an understanding of EU policies, processes and applications of the EU Acquis in the field of Employment and Social Affairs;
- Provision of access to information and liaison facilities, with a view to increase participation in EU programmes and encourage joint proposals by Greek Cypriots and Turkish Cypriots;
- Organization of seminars at EU level, in order to improve the links of Cyprus trade unions with trade unions at the EU and Member States level.

| Proposals for activities submitted and approved. |
| Number of activities completed by the end of the project. |
| Strengthened links of Cyprus trade unions with trade unions at EU level. |
| Needs of different target groups addressed. |
| Number of applications for participation in EU programmes. |
| Participation of trade union members in study visits to relevant EU services. |

| Report by the “All Cyprus Trade Union Forum” at the end of the project activities |
| Cooperation between Cyprus and EU member states trade unions. |
| Increased interest for participation in EU programmes. |
| Commission services. |

- Adequate number of activities proposed by Trade Unions.
- Proposed activities approved by the “All Cyprus Trade Union Forum”.

- Preconditions
  - Political commitment to EU accession continued.
**DETAILED TIME IMPLEMENTATION CHART FOR THE PROJECT**

**Title:** ENHANCEMENT OF THE LINKS BETWEEN TRADE UNIONS IN CYPRUS AND DEVELOPMENT OF COMMON UNDERSTANDING OF EU ISSUES IN THE AREA OF EMPLOYMENT AND SOCIAL AFFAIRS, PHASE II

<table>
<thead>
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<th>COMPONENT</th>
<th>2003</th>
<th>2004</th>
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<tr>
<td>Project Activities</td>
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D = Design  
C = Contracting  
R = Review  
I = Implementation  
X = Closure
CUMULATIVE CONTRACTING AND DISBURSEMENT SCHEDULE

Title: ENHANCEMENT OF THE LINKS BETWEEN TRADE UNIONS IN CYPRUS AND DEVELOPMENT OF COMMON UNDERSTANDING OF EU ISSUES IN THE AREA OF EMPLOYMENT AND SOCIAL AFFAIRS, PHASE II

All figures in million Euro

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</thead>
<tbody>
<tr>
<td>CONTRACTED</td>
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<td>0.15</td>
<td>0.18</td>
<td>0.24</td>
<td>0.27</td>
<td>0.30</td>
</tr>
<tr>
<td>DISBURSEMENT</td>
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<td>0.15</td>
<td>0.18</td>
<td>0.24</td>
<td>0.27</td>
<td>0.30</td>
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